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ABSTRACT

An analysis was done of compensation and salary data for faculty in Illinois public universities, public community colleges, and nonpublic universities. Administrative salaries in public universities were also surveyed. Academic staff compensation was considered from two perspectives. First, the rate of increase in salaries over time was compared to the rate of inflation to determine whether the purchasing power of salaries of academic staff had remained constant, decreased, or increased. Relevant to this issue is the question of how public employees compare with other professional employees in their ability to keep pace with inflation. The second perspective examines compensation of Illinois academic staff in comparison to that of faculty of similar institutions in other states. Major questions here include (1) whether compensation in Illinois is competitive with compensation in similar institutions in other states, and (2) whether compensation in Illinois institutions has gained or lost ground over time when compared to compensation elsewhere. Findings indicate, among others: (1) the academic profession has experienced substantial loss of purchasing power across the nation, and (2) over the past 10 years, public and nonpublic university compensation has deteriorated in comparison to that in other states, while community college compensation is above the average. Statistical tables are appended. (Author/PJM)

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STATE OF ILLINOIS
BOARD OF HIGHER EDUCATION

COMPENSATION IN ILLINOIS
INSTITUTIONS OF HIGHER EDUCATION

SUMMARY OF FINDINGS

An annual study of faculty compensation in Illinois has been made by the Board of Higher Education staff since FY1975. This year the study includes an analysis of compensation and salary data for faculty in public universities, public community colleges, and nonpublic colleges and universities. In addition, a study of administrative salaries in public universities is presented.

Academic staff compensation has been considered from two perspectives. First, the rate of increase in salaries over time has been compared to the rate of inflation. This comparison helps determine whether the purchasing power of salaries for academic staff has remained constant, increased, or declined. In addition to this general question, the study examines a subsidiary question: "How do academic employees compare with other professional employees in their ability to keep pace with inflation?"

The second major perspective of the study examines compensation in Illinois institutions in the context of compensation at similar institutions in other states. The major questions from this perspective are: "Is compensation in Illinois competitive with compensation in similar institutions located in other states?" and "Has compensation in Illinois institutions gained or lost ground over time when compared to compensation elsewhere?"

The Effects of Inflation

The academic profession has experienced substantial losses of purchasing power across the nation. A recent article in Academe indicated that a large proportion of faculty nationwide has experienced sharp losses in purchasing power during the past ten years. The Academe study also found that faculty salaries tend to be lower than salaries in other similar professional groups. Moreover, these comparable professional groups have experienced virtually no significant losses in compensation during the past ten years.

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The trends noted in the Academe article are substantiated in this study of faculty salaries in Illinois. When adjusted for cost of living increases as measured by the Consumer Price Index, FY1980 average faculty compensation in Illinois public universities is worth only 81 percent of the average compensation provided in FY1971. A more conservative index, the Gross National Product Implicit Price Deflator, suggests that FY1980 faculty compensation in public universities is worth about 86 percent of FY1971 compensation.

The data analyzed in this study suggest that faculty in nonpublic institutions and community colleges have also experienced a loss in purchasing power due to inflation. While these losses are substantial, they do not appear to be as great as the losses of public university faculty.

The general decline in academic compensation, particularly in the context of non-academic professional compensation, is a serious concern that warrants attention throughout higher education. Over time inadequate faculty compensation is likely to lead to a gradual deterioration of the quality of the people in the academic profession. A more immediate concern in Illinois, however, is the extent to which academic compensation in this State is competitive with compensation provided by similar institutions elsewhere.

Faculty Compensation in Illinois as Compared to Compensation in Other States

The study examines the competitiveness of faculty compensation in Illinois from a variety of perspectives. The comparison groups developed in a recent Board staff study, "An Identification of College and University Peer Groups," were used for both public universities and nonpublic institutions. In addition, public university faculty compensation was examined in the context of the Big Ten Universities and the comparison framework developed by Dr. Craig Bazzani in 1972. Because similar comparison frameworks are not available for public community colleges, compensation data for community colleges in a number of states were examined.

One of the analytical problems encountered in interstate comparisons of compensation is differences in the cost of living in various areas of the country. The cost of living varies by as much as 30 percent in different states. An adjustment for cost of living differences among states has been made in the study, based upon a 1978 research article in Industrial Relations by Walter W. McMahon and Carroll Melton. The findings of the study are presented both with and without this adjustment.

On the average FY1980 Illinois public university faculty compensation is from four to six percent below the median compensation in all three of the comparison frameworks used when compensation is adjusted for the

cost of living in various states. When the data are not adjusted for cost of living differences, public university compensation still fall from .6 to 3.5 percent below the median of the various comparison groups. Fiscal year 1980 compensation at the University of Illinois Urbana is approximately 3.7 percent below the University's goal of third place among the Big Ten Universities.

Over the past ten years public university compensation has deteriorated in comparison to similar institutions in other states. While the results are somewhat different when different comparison frameworks are used, fiscal year 1971 compensation generally averaged slightly above the median and fiscal year 1980 compensation is now below the median. The deterioration averages about seven percentage points when examined in the context of the Bazzani groups and the 1980 comparison groups developed by the Board staff.

Compensation in nonpublic institutions averages 2.3 percent below the median of their comparison groups when data are adjusted for differences in the cost of living. When these adjustments are not made, compensation in nonpublic institutions averages 2.7 percent above the median of the various comparison groups.

As for public universities, the competitiveness of compensation in nonpublic institutions has declined somewhat in recent years. From FY1975 to FY1980 Illinois nonpublic institutions experienced an average decline of .2 to 2.1 percentage points compared to the median of their respective groups.

Public community college faculty compensation in Illinois tends to fall above the average for other states in both FY1971 and FY1980. Meaningful comparisons over time are difficult because data are unavailable for a number of colleges in FY1971, both in Illinois and the various comparison states.

Administrative Salaries in Public Universities

The study of administrative salaries for public universities in Illinois is based upon an administrative compensation survey conducted by the College and University Personnel Association (CUPA). This survey reports annual full-time cash earnings for a large number of administrative titles in colleges and universities. Illinois institutions were compared to institutions in other states according to the classifications developed by the Board staff this past year.

Because the administrative salary study includes data only for fiscal year 1980, no comparisons over time are possible. It is also necessary to note that only salaries are included in the study. Although specific data are unavailable, it is likely that the fringe

benefits available to administrators are similar to those provided for faculty; hence, the relative position of administrative compensation in Illinois public universities is probably lower than the position suggested by the data for salaries.

In general, the study of administrative salaries indicates that salaries for about 62 percent of the positions in Illinois institutions fall above the median for their peer group and 38 percent fall on or below the peer group median.

While the data from the CUPA survey seem adequate for achieving a general perspective on administrative salaries, a number of factors limit their usefulness for more detailed analysis. These are discussed at greater length in the text.

Conclusion

The findings of the FY1980 study of compensation confirm earlier studies which identified a need to improve faculty compensation in Illinois. Both the erosion of faculty compensation due to inflation and the declining competitiveness of compensation in comparison to similar institutions in other states are important concerns.

The high rate of inflation experienced in the 1970's is the primary cause of the erosion in faculty compensation, and the current rate of inflation will be a formidable obstacle to efforts to restore lost purchasing power and the competitiveness of faculty compensation. Nevertheless, the importance of adequate faculty compensation warrants both increased State support and continuing institutional efforts to address this priority through other means.

FACULTY COMPENSATION IN ILLINOIS COLLEGES AND UNIVERSITIES

Although none of the components of higher education expenditures can be neglected without impairing quality, adequate faculty and staff compensation is essential. Currently, about three-fourths of all higher education expenditures are for employee compensation. The quality of instruction, research, public service, and the activities that support these functions clearly depends largely upon the quality of faculty and staff. Inadequate compensation can discourage the entry of able people into the academic profession, contribute to low morale, and encourage faculty and staff to move to other institutions of higher education or seek employment in a sector of the economy which offers greater financial rewards.

The decline in faculty compensation, when compared to inflation, has become a national concern. The September, 1980 issue of Academe contains a lengthy discussion of the economic status of faculty across the country. Its author, W. Lee Hansen, found that the average salary of professors from FY1979 to FY1980 declined by 5.5 percent when adjusted for inflation as measured by the Consumer Price Index.⁽¹⁾ Although salaries increased substantially in FY1980, this gain was offset by an increase of 13.3 percent in the Consumer Price Index.

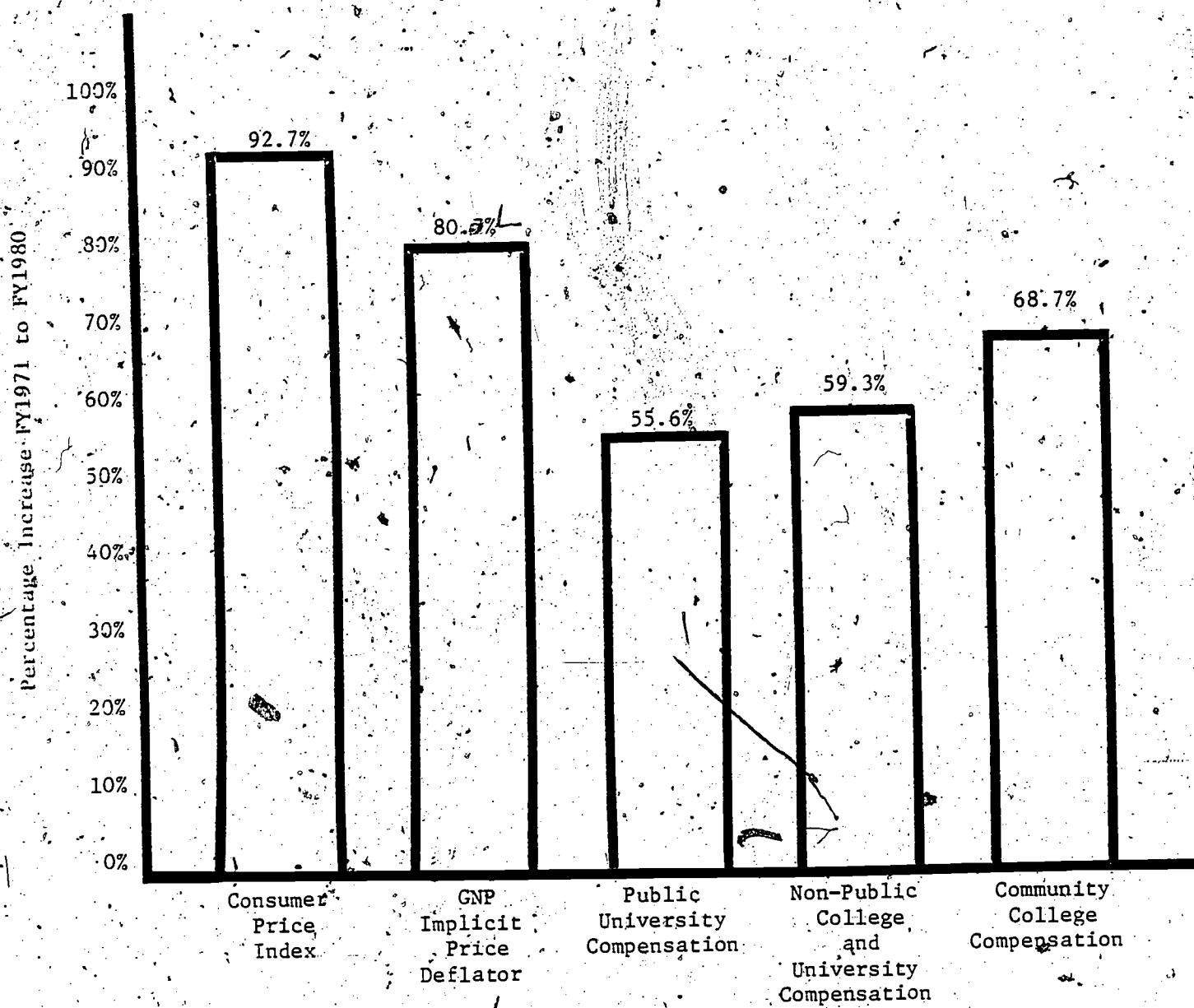
In many institutions the loss of purchasing power noted by Hansen has occurred throughout the 1970's. Hansen found that nationally 71 percent of full professors suffered losses in real income ranging from 7 to 17 percent from FY1975 to FY1980.⁽²⁾ From FY1971 to FY1980 one-half of the institutions reporting data for full professors had salary increases that fell from 27 to 47 percentage points below growth in the Consumer Price Index.⁽³⁾

A similar pattern has occurred in Illinois. From FY1971 to FY1980 salaries in Illinois public universities increased by 55.6 percent. On the basis of the Consumer Price Index as an indicator of changes in the cost of living, faculty compensation in Illinois public universities during fiscal year 1980 purchased only 81 percent of what compensation could buy in fiscal year 1971. Similar results are found if an alternative, more conservative index of inflation, the Gross National Product Implicit Price Deflator, is used. This index, which increased 80.7 percent from 1971 to 1980, would suggest that the current purchasing power of faculty compensation is about 86 percent of the FY1971 level. From the perspective of either index, there has been a loss of purchasing power for faculty in Illinois.

Figure 1 displays the growth in average faculty compensation for all three sectors of Illinois higher education. Although significant erosion of faculty compensation has occurred in all three sectors, the greatest erosion appears to be in public universities.

FIGURE 1

AVERAGE FACULTY COMPENSATION IN ILLINOIS
COMPARED TO INCREASE IN THE CONSUMER PRICE INDEX
AND THE GROSS NATIONAL PRODUCT IMPLICIT PRICE DEFLATOR
FY1971 TO FY1980



NOTE: Mean growth in compensation for all ranks, reflecting the FY1980 mix of faculty among ranks.

Inflation is not the only reason compensation is an important issue. Competition for faculty among institutions, and competition with other sectors of the economy also require adequate compensation. A number of institutions have reported that faculty are being attracted to non-academic positions, particularly in the fields of accounting, business and engineering.

In Hansen's discussion of the economic status of the faculty, a comparison is made of the changes in real salaries adjusted for inflation for individuals in different occupational groups, including the academic profession. The average rate of change in real salaries was computed for the periods 1969-70 to 1979-80, 1969-70 to 1974-75, and 1974-75 to 1979-80.

Table 1, a reproduction of Hansen's findings, shows that from 1969-70 to 1979-80, the average all rank academic salary declined 18.4 percent.⁽⁴⁾ The decline in academic compensation was by far the largest among the groups presented in Table 1. In fact, most groups experienced an increase in compensation.

In the period 1969-70 to 1974-75, the average faculty salary decreased in constant dollars by a percentage of 7.8. Professionals and administrators working for the federal government experienced a similar decline in this period, but salaries for most comparable positions in private industry rose or declined only slightly.

In the period 1974-75 to 1979-80, the salaries of faculty decreased by an additional 11.4 percent, while federal employees more than regained the ground lost earlier. Most professionals in the private sector had real salary increases or only modest losses. In short, no professional group examined has experienced the significant loss of purchasing power experienced by the academic profession.

Table 2 presents a comparison of 1978-79 academic salaries with the 1978 salaries and earnings of similar groups of workers.⁽⁵⁾ When compared to 15 occupational groups in the federal government and private industry, all but two are paid more than the average faculty member.

Although the general decline in academic compensation is a matter of serious concern, the primary focus of this study is the competitive position of Illinois institutions in relation to similar institutions in other states. The study asks two primary questions:

- 1) What is the current position of salaries and compensation in Illinois institutions when compared to groups of similar institutions in other states?
- 2) How has the Illinois position changed over time?

The next section of the report discusses the methodology of the study, and the section following that discussion presents a summary of the major findings.

TABLE 1

**Comparison of Changes in Real Salaries for Individuals
in Other Professional and Technical Groups**

Occupational Groups	Percentage Change in Real Salaries			
	1969-70	1969-70	1974-75	
	to 1979-80	to 1974-75	to 1979-80	
Academic Salaries				
Professor	- 18.4	- 7.9	+ 11.3	
Associate	- 18.4	- 7.6	- 11.7	
Assistant	- 19.3	- 8.2	- 12.0	
Instructor	- 18.2	- 7.2	- 11.8	
All Ranks	- 18.4	- 7.8	- 11.4	
Average Salaries in Selected Professional and Adminis- trative Positions in Private Industry				
	1969 to 1979	1969 to 1974	1974 to 1979	
Auditor III	4.4	0.6	3.8	
Accountant IV	- 1.5	0.3	- 1.8	
Chief Accountant IV	- 11.1	- 4.8	- 6.0	
Attorney-IV	0.4	- 0.7	1.0	
Attorney VI	2.2	3.5	- 1.4	
Chemist V	3.2	4.3	- 1.2	
Chemist VII	5.6	6.7	- 1.2	
Engineer VI	5.4	4.6	0.7	
Engineer VIII	4.9	2.6	2.7	
Job Analyst IV	4.6	- 0.1	4.6	
Buyer IV	2.0	1.5	0.5	
Director of Personnel III	- 3.4	- 7.0	3.3	
Basic Annual Pay Rates for Professional and Adminis- trative Employees of the Federal Government				
Grade P4 or GS-11	4.7	- 7.2	11.1	
Grade P6 or GS-13	0.8	- 8.5	8.6	
Grade P8 or GS-15	0.6	- 7.7	7.7	

SOURCE: W. Lee Hansen, "Regressing Into the Eighties:
Annual Report on the Economic Status of the
Profession, 1979-80," Academe, September, 1980.

TABLE 2

**Comparisons of 1978-79 Academic Salaries with 1978
Salaries and Earnings of Similar Groups of Workers¹**

Annual Earnings	Panel 1 Federal Govt.	Panel 2 Private Industry	Panel 3 AAUP
\$50,000		\$51,798 (Atty. VI)	
45,000	\$49,608		
40,000		GS-15 42,104 (Engr. VIII) 39,895 (Ch. Acct. IV) 38,927 (Chem. VII)	
	38,160		
35,000	35,688		
		GS-13 33,547 (Atty. IV) 32,264 (Engr. VI) 32,201 (Pers. III) 28,494 (Chem. V)	
	27,453		
25,000	25,041		\$26,470 (Prof.)
		GS-11 23,853 (Buyer IV) 22,616 (Job Anal. IV) 22,036 (Acct. IV)	
20,000	19,263		(All 20,120 Ranks) 20,020 (Assoc.)
15,000		18,756 (Audit. III)	
10,000			16,370 (Asst.) 14,890 (Lect.) 13,420 (Inst.)

¹At time of publication, the 1978 earnings data from the Census Bureau were not available for inclusion in this table.

SOURCE: W. Lee Hansen, "Regressing Into the Eighties: Annual Report on the Economic Status of the Profession, 1979-80," Academe, September, 1980.

Methodology

The data source for the study of faculty compensation and salaries is the American Association of University Professors (AAUP) annual report on the economic status of the profession. The AAUP obtains the data used for this annual report from the U. S. Office of Education, Higher Education General Information Survey (HEGIS). Because data collected through HEGIS in Fall, 1979 were the basis of the September, 1980 AAUP report, the salary and compensation data analyzed here are for the most recent fiscal year, FY1980.

Several procedural factors may influence the data reported by AAUP. First, the National Center for Education Statistics does not release compensation and salary data for categories in which only one or two individuals are reported. Second, AAUP does not publish compensation and salary data for ranks in which fewer than six faculty are reported. Both of these measures are designed to protect the confidentiality of data on individuals. Because relatively small numbers of individual faculty are involved in these cases, the resulting exclusions probably do not have a significant influence on the conclusions drawn in this study. However, in reviewing the various tables in this study, the absence of a report for a specific faculty rank may indicate that the conditions described above occurred.

AAUP data on average salary and compensation from four fiscal years - FY1971, FY1975, FY1979, FY1980 - were used to provide an historical comparison of salaries and compensation for Illinois public universities. In each of the four years, average salary and compensation in the Illinois public universities were examined from the perspective of three separate comparison groups: 1) The framework developed by Dr. Craig Bazzani, which has been used in earlier Board of Higher Education salary and compensation studies; 2) The comparison groups recently developed by the Board of Higher Education staff. (These were described in "An Identification of College and University Peer Groups," presented as an information item at the September 9, 1980 meeting of the Board of Higher Education); and 3) The Big Ten Universities as a comparison group for the University of Illinois-Urbana/Champaign campus.

Past compensation studies have had to rely on the various AAUP institutional categories as comparison groups for the Illinois private institutions. In this study comparison groups for private institutions recently developed by the Board of Higher Education staff are used. Because a number of private institutions did not report data for FY1971, detailed comparisons of the Illinois private institutions relative to their peer groups could be completed only for fiscal years 1975, 1979 and 1980.

For Illinois public community colleges, no comparison group framework similar to those used for the public universities and private institutions has been developed. Illinois public community college salaries and compensation have been compared to public community colleges in large, industrial states, and geographically neighboring states.

Michigan, California, New York, Maryland, Pennsylvania and Texas have large community college systems and a substantial number of colleges report faculty ranks. Compensation and salary data by rank from the colleges in these six states are compared to the compensation and salary for the 16 Illinois colleges which report faculty rank.

Data from colleges in ten states are compared to the compensation and salary of the 30 Illinois community colleges that do not report faculty ranks. The states used in this comparison are: California, Florida, Indiana, Iowa, Michigan, Minnesota, Missouri, Ohio, Texas and Washington.

When faculty salaries and compensation are compared over long periods of time, changes in faculty composition among the various ranks can cause the average for all ranks combined to rise by more or less than the average increase for each of the ranks. This problem has been accounted for in this analysis by using the FY1980 distribution of faculty in the various ranks to calculate the average "all rank" salary and compensation for FY1971, FY1975 and FY1979.

Since economic conditions vary in different states, the comparison of faculty salaries in institutions located in different states requires that cost of living differences be recognized. An index for each state developed by Walter McMahon and Carroll Melton, was used as a basis for making a state by state adjustment for cost of living differences.⁽⁶⁾ The index was computed using per capita personal income, the percentage change in population growth from 1960 to 1970, and a measure of housing costs for each state as inputs. This procedure was found to replicate closely the results of more comprehensive studies of the cost of living in different areas.

For the purposes of this study, McMahon and Melton's index was recomputed to make Illinois the base (100.0). These factors were then used to make a cost of living adjustment for the various schools in the comparison groups. Table 3 displays the cost of living adjustments developed by McMahon and Melton.

Another technical adjustment was necessary in the case of several major universities included in the comparison groups that reported aggregated data for two or more campuses in fiscal years 1971 and 1975. For example, the University of Illinois reported salary and compensation data for the Urbana/Champaign and Chicago Circle campuses combined in FY1971. When a comparison is made between the current year and aggregated fiscal year 1971 or 1975 data for a multi-campus university, the data in the earlier years has been disaggregated on the basis of faculty ratios in 1980.

A final technical problem dealt with in the analysis of the data involves the conversion to a nine month contract of compensation and salary data for faculty on contracts other than nine months in length. Most institutions use a 9/11 factor to convert twelve month contracts to nine months, but others use a 9/12 factor.

TABLE 3
DIFFERENCES IN THE COST OF LIVING AMONG STATES

<u>State*</u>	<u>Index</u>	<u>State</u>	<u>Index</u>
Alabama	92.6	Nebraska	101.3
Arkansas	90.9	Nevada	113.6
Arizona	105.4	New Hampshire	113.3
California	114.6	New Jersey	124.0
Colorado	106.9	New Mexico	101.1
Connecticut	127.8	New York	117.4
Delaware	118.1	North Carolina	93.9
District of Columbia	111.2	North Dakota	103.5
Florida	98.0	Ohio	106.4
Georgia	96.2	Oklahoma	91.2
Idaho	102.5	Oregon	104.3
Illinois	109.5	Pennsylvania	101.2
Indiana	102.4	Rhode Island	110.1
Iowa	101.6	South Carolina	94.0
Kansas	99.7	South Dakota	99.7
Kentucky	100.6	Tennessee	93.2
Louisiana	95.8	Texas	93.0
Maine	97.6	Utah	105.1
Maryland	120.4	Vermont	107.6
Massachusetts	114.5	Virginia	99.7
Michigan	107.1	Washington	108.6
Minnesota	107.2	West Virginia	90.6
Mississippi	91.1	Wisconsin	106.0
Missouri	102.6	Wyoming	104.4
Montana	102.8		

*The national average is equal to 100.0.

Source: Walter W. McMahon and Carroll Melton, "Measuring Cost of Living Variation," Industrial Relations, Vol. 17, No. 3, (October 1978), p. 331.

An adjustment was made for the institutions in Illinois where this inconsistency exists. The twelve month salaries reported to HEGIS for Eastern Illinois University, Governors State University, Northeastern Illinois University, Western Illinois University, Southern Illinois University-Edwardsville, and Southern Illinois University-Carbondale were converted on a 9/11 basis, to make them consistent and comparable to the other Illinois institutions. For Chicago State University, where all faculty are on a ten month contract, a conversion factor of 9/10 was used to convert salaries to a nine month contract.

Study Findings

Public Universities

The comparison frameworks used for the Illinois public universities are the cluster groups developed by the Board of Higher Education staff in 1980, the Bazzani groupings developed in 1972, which have been used in earlier studies, and the Big Ten Universities. Comparisons have been shown both for data adjusted for cost of living differences among states and unadjusted for these differences.

Table 4 summarizes faculty all rank compensation as a percentage of the median in the years FY1971, FY1975, FY1979 and FY1980 for all three comparison frameworks used. These data have been adjusted to reflect cost of living differences. Similarly, Table 5 shows the same data, unadjusted for cost of living differences.

Table 4 shows that, for all three sets of comparison frameworks, faculty compensation in Illinois public universities is between 4.0 and 6.1 percent below the median. On Table 5, where the data are not adjusted for cost of living differences, faculty compensation ranges from .6 to 3.5 percent below the median.

The University of Illinois has established a goal of being third in the Big Ten (essentially the 75th percentile) for faculty compensation. This study shows that when adjustments are made for cost of living differences, all rank compensation at the University of Illinois-Urbana/Champaign, is 7.2 percent below the 75th percentile. When unadjusted for the cost of living, University of Illinois compensation is 3.7 percent away from that goal.

For both the 1980 comparison groups and the Bazzani groups, the results show a continuous loss of position relative to the group median over the period of 1971 to 1980. Where the data have been adjusted for cost of living differences, the decline in the cluster groups is 7.6 percentage points, while in the Bazzani groups' analysis it is 7.7 percentage points. For the unadjusted data, the decline in the cluster groups averaged 9.8 percent below the median, compared to 6.8 percent below in the Bazzani groups. In comparison to the Big Ten Universities, the University of Illinois-Urbana/Champaign campus gained some ground,

TABLE 4

FACULTY COMPENSATION IN ILLINOIS PUBLIC UNIVERSITIES
 AVERAGE PERCENTAGE ABOVE OR (BELOW) THE MEDIAN FOR COMPARISON GROUPS
 ADJUSTED FOR DIFFERENCES IN THE COST OF LIVING

	<u>1980 Comparison Groups</u>	<u>Bazzani Comparison Groups</u>	<u>Big Ten Universities</u>
FY1971	1.5%	1.5%	(5.7%)
FY1975	(3.2)	(2.7)	(4.7)
FY1979	(5.1)	(4.5)	(4.7)
FY1980	(6.1)	(5.2)	(4.0)
Change FY1971 To FY1980	(7.6)	(7.7)	1.7
Change FY1975 To FY1980	(3.5)	(1.7)	(0.1)

TABLE 5

FACULTY COMPENSATION IN ILLINOIS PUBLIC UNIVERSITIES
 AVERAGE PERCENTAGE ABOVE OR (BELOW) THE MEDIAN FOR COMPARISON GROUPS
 UNADJUSTED FOR DIFFERENCES IN THE COST OF LIVING

	<u>1980 Comparison Groups</u>	<u>Bazzani Comparison Groups</u>	<u>Big Ten Universities</u>
FY1971	6.3%	6.2%	(2.1)%
FY1975		1.1	(0.9)
FY1979	(2.8)	(0.6)	(1.4)
FY1980	(3.5)	(0.6)	(1.0)
Change FY1971 To FY1980	(9.8)	(6.8)	1.1
Change FY1975 To FY1980	(2.9)	(2.5)	0.7

but the average faculty compensation remains well below the median. There was a relative increase of 1.7 percentage points for the adjusted data, and 1.1 percentage points for the unadjusted data.

Appendix A presents the detailed results for Illinois public universities. Table A-1 shows a comparison of average all rank compensation by campus for fiscal years 1971 and 1980. Tables A-2 and A-5 present all rank compensation and salary respectively as a percent of the median by campus for fiscal years 1971, 1975, 1979 and 1980 for the cluster groups. Similarly, Tables A-3 and A-6 show all rank compensation and salary in relation to the median for the Bazzani group and Big Ten Universities. Table A-4 presents institutional average compensation detail by rank for the four fiscal years included in this study. A similar set of Tables, A-7, presents average salary data.

As seen in other studies, public universities in Illinois tend to compare more favorably to other institutions when salaries are examined than when total compensation is considered. Total compensation considers the value of fringe benefits in addition to cash salary. This indicates that the value of fringe benefits provided to academic staff in Illinois is less than the benefits provided by similar institutions in other states.

Nonpublic Colleges and Universities

The comparison groups developed by the Board of Higher Education staff were used in the analysis of compensation and salary at the non-public colleges and universities in Illinois. The analysis was done for fiscal years 1975, 1979 and 1980, both with and without a cost of living adjustment.

Table 6 summarizes the average percentage distance from the median of faculty compensation at nonpublic institutions for FY1975, FY1979 and FY1980. When adjusted for cost of living differences, faculty compensation at nonpublic institutions now averages 2.3 percent below the median. From FY1975 to FY1980 there was a decline of 2.1 percentage points in relative position. Unadjusted for cost of living differences, nonpublic compensation is 2.7 percent above the median. From FY1975 to FY1980 the average decline relative to the group median was 0.2 percentage points.

Appendix B presents the detailed data for Illinois nonpublic institutions. Table B-1 shows average all rank compensation, by campus, for fiscal years 1971 and 1980.

Tables B-2 and B-4 present average all rank compensation and salary as a percent of the cluster group median by institution for FY1975, FY1979 and FY1980. Both the data adjusted for cost of living and unadjusted are presented.

Tables B-3 and B-5 present the institutional detail for average faculty compensation and salary. The data are shown by rank for FY1975, FY1979 and FY1980.

TABLE 6

FACULTY COMPENSATION IN ILLINOIS NON-PUBLIC INSTITUTIONS
 AVERAGE PERCENTAGE ABOVE OR (BELOW)
 THE MEDIAN OF FY1980 COMPARISON GROUPS

	Adjusted for Differences in the Cost of Living	Unadjusted for Differences in the Cost of Living
FY1975	(0.2)%	2.9%
FY1979	(1.3)	3.3
FY1980	(2.3)	2.7
Change FY1975 To FY1980	(2.1)	(0.2)

Public Community Colleges

The comparison of compensation and salary among public community colleges in various states presents several methodological problems. First, there is no comparison group framework for the Illinois public community colleges similar to those used for public universities and nonpublic institutions. In addition, numerous community colleges do not have the traditional faculty rank structure. In Illinois, 16 of the colleges reported the traditional faculty rank structure, while 30 did not. A number of states have been selected for comparing compensation and salary in order to provide a broad basis for comparing community colleges both with and without faculty rank.

Table 7 shows the distance of the median faculty compensation in the Illinois public community colleges from the median compensation in several other states, adjusted for cost of living differences. In 1971 public community college compensation in Illinois, where no faculty rank is reported, averaged 5.8 percent above the median in other states. In fiscal year 1980 the average was 1.7 percent above the median for those colleges without faculty ranks. Also in FY1980 colleges with faculty ranks averaged 1.3 percent below the median in other states.

All comparisons between FY1971 and FY1980 data in this study should be made with care, due to the fact that the number of institutions reporting to AAUP in FY1971 is much smaller than the number of institutions included in FY1980 in the case of community colleges.

When no adjustment for cost of living is made, as shown on Table 8, community colleges without faculty ranks averaged 11.9 percent above the FY1971 median compensation in other states. These community colleges average 7.7 percent above the median in fiscal year 1980. The compensation in Illinois community colleges with faculty ranks average 0.3 percent above the median in FY1980.

Detailed data for the Illinois public community colleges are included in Appendix C. Table C-1 shows the average faculty compensation in FY1971 and FY1980 by institution.

Table C-2a presents the average and median compensation in FY1971 and FY1980 in the states with colleges where no faculty ranks are reported. Table C-2b is a similar presentation of median and average salary.

Table C-3a shows the weighted average salary and compensation by rank in 1980 of the states with colleges having ranked faculty, adjusted for cost of living differences. Table C-3b shows the same data unadjusted for these differences.

Table C-4 presents Illinois median salary and compensation for colleges with no faculty ranks as a percentage of the medians in comparison states in FY1971 and FY1980. Table C-5 is a similar comparison of salary and compensation in colleges with faculty rank for fiscal year 1980.

TABLE 7

MEDIAN FACULTY COMPENSATION IN ILLINOIS COMMUNITY COLLEGES
 PERCENTAGE ABOVE OR (BELOW) THE MEDIAN IN COMPARISON STATES
 ADJUSTED FOR DIFFERENCES IN THE COST OF LIVING

	Colleges Without Faculty Ranks <u>FY1971</u>	Colleges With Faculty Ranks <u>FY1980</u>	
California	(7.0)%	(23.2)%	(13.9)%
Florida	14.8	1.9	-
Indiana	-	27.6	-
Iowa	-	10.2	-
Maryland	-	-	10.3
Michigan	(8.3)	(17.5)	10.8
Minnesota	(0.8)	(10.7)	-
Missouri	30.7	29.1	-
New York	-	-	(3.3)
Ohio	-	14.8	-
Pennsylvania	-	-	(4.1)
Texas	12.8	(0.5)	(7.5)
Washington	<u>(1.5)</u>	<u>(10.7)</u>	-
Average	5.8%	1.7%	(1.3)

TABLE 8

MEDIAN FACULTY COMPENSATION IN ILLINOIS COMMUNITY COLLEGES
 PERCENTAGE ABOVE OR (BELOW) THE MEDIAN IN COMPARISON STATES
 UNADJUSTED FOR DIFFERENCES IN THE COST OF LIVING.

	Colleges Without Faculty Ranks <u>FY1971</u>	Colleges With Faculty Ranks <u>FY1980</u>	<u>FY1980</u>
California	(11.4)%	(30.4)%	(17.8)%
Florida	28.2	13.6	-
Indiana	-	36.5	-
Iowa	-	18.6	-
Maryland	-	-	0.4
Michigan	(6.1)	(15.6)	13.5
Minnesota	1.5	(8.8)	-
Missouri	38.9	38.2	-
New York	-	-	(6.2)
Ohio	-	17.9	-
Pennsylvania	-	-	4.0
Texas	33.3	17.3	9.3
Washington	(0.8)	(10.0)	-
Average	11.9%	7.7%	0.3%

Table C-6 shows the average salary and compensation of Illinois public community colleges where no faculty rank is reported. Tables C-7a and C-7b show the fiscal year 1980 average compensation and salaries respectively, by rank, for Illinois public community colleges reporting faculty ranks.

AN ANALYSIS OF ADMINISTRATIVE SALARIES
IN ILLINOIS PUBLIC UNIVERSITIES

Purpose of the Study

The purpose of this study is to review and compare administrative salaries in Illinois public universities with those paid by similar institutions in other states. The findings will provide a general basis for assessing the ability of Illinois public universities to compete effectively with institutions in other states in recruiting and retaining qualified administrative personnel. This study is also intended to complement the analysis of compensation for faculty members in Illinois institutions of higher education.

Data Sources

Salary data for administrative position titles at each Illinois institution were obtained from the 1979-80 Administrative Compensation Survey, which is conducted annually by the College and University Personnel Association (CUPA). Four Illinois institutions (indicated in Table I) did not participate in the national survey, but subsequently did provide administrative salary data for this study using the same CUPA survey forms.

The salary data reflect actual cash earnings at annualized, full-time rates for each position title. Since the College and University Personnel Association provided only aggregate salary data for each cluster group, it was not possible to make adjustments for variations in the cost of living among different states.

Total compensation data, which incorporates the value of fringe benefits or services contributed without charge, are not reported in the CUPA survey and are, therefore, excluded from this study. It is probable that the fringe benefits available to most administrators in Illinois institutions are similar to those provided for faculty members.

The study of faculty compensation suggests that the relative value of fringe benefits in Illinois public universities tends to be lower than the value of benefits provided by competing institutions in other states. Thus, the relative status of administrative compensation in Illinois public universities is likely to be less favorable compared to institutions in other states when total compensation rather than cash earnings is used as the basis of comparison.

Cluster Groups

The cluster arrangement of public universities used in this study follows the comparison groups used in the current Faculty Compensation study and explained in the report entitled "An Identification of College

Table 1

**GROUP SUMMARY
COMPARATIVE ANALYSIS OF ADMINISTRATIVE SALARIES IN ILLINOIS
PUBLIC UNIVERSITIES TO SIMILAR INSTITUTIONS IN OTHER STATES
1979-1980 SALARY DATA***

Group Member/Illinois Institutions in Group (Total Institutions in Group/ # Participating in CUPA Survey**)	Total Number of Reported Positions for Illinois Institutions	Reported Positions with Salaries Above Group Median (# of Cases), (% of Group)	Reported Positions With Salaries Equal to or Below Group Median (# of Cases) (% of Group)
<u>Group 3</u> (37 in Group/28 Participants)			
Eastern Illinois University**	34	27 79.4%	7 20.6%
<u>Group 6</u> (28 in Group/14 Participants)			
Sangamon State University**	24	17 70.8%	7 29.2%
<u>Group 7</u> (32 in Group/25 Participants)			
Chicago State University	28	11 39.3%	17 60.7%
Northeastern Ill. University	26	18 69.2%	8 30.8%
Western Illinois University	32	19 59.4%	13 40.6%
Southern Ill. University-E	36	24 66.7%	12 33.3%
<u>Group 7 Subtotal-Composite %</u>	<u>122</u>	<u>72 59.0%</u>	<u>50 41.0%</u>
<u>Group 11</u> (42 in Group/33 Participants)			
Southern Ill. University-C**	38	17 44.7%	31 55.3%
<u>Group 12</u> (41 in Group/36 Participants)			
Illinois State University	28	26 92.8%	2 7.2%
Northern Illinois University	47	34 72.3%	13 27.7%
<u>Group 12 Subtotal-Composite %</u>	<u>75</u>	<u>60 80.0%</u>	<u>15 20.0%</u>
<u>Group 14</u> (13 in Group/10 Participants)			
Univ. of Illinois-UC	36	22 61.1%	14 38.9%
<u>Group 16</u> (4 in Group/1 Participants)***			
Governors State University***			
<u>Group 17</u> (10 in Group/7 Participants)			
University of Illinois-UC	43	17 39.5%	26 60.5%
<u>Grand Totals-Composite % - All Illinois Institutions</u>	<u>372</u>	<u>232 62.4%</u>	<u>140 37.6%</u>

* SOURCE: 1979-80 College and University Personnel Association (CUPA) Administrative Compensation Survey.
** Did not participate in 1979-80 CUPA Survey; salary data for the survey period was submitted subsequently by institutions for this analysis.
*** Insufficient number of survey participants in cluster to make a comparison; Governors State University did not participate in the 1979-80 CUPA Survey, but provided data subsequently.

and "University Peer Groups," which was presented as an information item at the September 9, 1980 meeting of the Board of Higher Education. A listing of Illinois public universities and institutions in other states included within the same cluster groups is presented in an appendix to that study. Of the 207 institutions in comparison groups that include Illinois public universities, 52 or 25.1 percent did not participate in the CUPA survey.

Cluster Group 16 which includes Governors State University and three other non-Illinois institutions was excluded from the comparison because only two of the four institutions in the cluster group participated in the 1979-80 Administrative Compensation Survey. However, a review of salary data provided subsequently by Governors State University indicates that the pattern of administrative salaries at Governors State University is similar to that in other Illinois public universities.

Limitations and Interpretation of Data

The median salary level, representing the middle value (fiftieth percentile) in a distribution of the reported salaries for a given position, was determined by CUPA for each administrative position within a cluster group. Since half of the reported administrative salaries are lower than the median and half are higher, the median salary for each position in the cluster group was considered as a reasonable benchmark for comparing administrative salary levels in Illinois public universities. The number and percentages of administrative salaries above and below the corresponding group median for Illinois institutions in a cluster were tabulated and displayed in Table 1.

Before discussing the findings, it is appropriate to review briefly some of the limitations of the data and possible differences of interpretation. Some administrative positions and salaries were not reported by institutions because of vacancies, or temporary appointments. Administrative personnel in temporary or acting appointments may earn less than the permanent position-holder within the same job title. Certain intermediate-level administrative positions may be held by civil service personnel at one campus and by non-civil service or exempt personnel at other institutions. Other administrative/support-service positions, such as the Director of the University Bookstore or Director of Food Services may be employed by outside firms which operate independently on a contractual basis with the university. When designated by an institution on the survey form, such positions were excluded from the comparative salary analysis.

Readers must exercise further caution in making interpretations of the findings due to the following considerations:

- .. A small number of comparable administrative positions within a cluster group may increase the likelihood of error.

- .. Differing titles or position descriptions may have been used by institutions to identify administrative positions which are essentially similar in scope and level of responsibility.
- .. Differing combinations of functional responsibilities or activities may exist for certain designated position titles.
- .. Differing interpretations of the CUPA survey instructions may have been made by responding institutions in attempting to fit existing administrative positions into the established survey classifications.
- .. Some administrative positions may be unique to a particular institution or involve a different combination of functional responsibilities.
- .. Varying lengths of employment, previous experience, and educational preparation of incumbents in a given administrative position certainly account for some of the differences in salaries at one institution relative to another.

To the extent that significant differences in functions or responsibilities exist for an administrative position, corresponding variations in earnings may be expected. Despite such considerations, which are common to many salary studies, this analysis of aggregate salary patterns can provide a general perspective of the adequacy of salaries for administrative personnel in Illinois public universities.

Discussion of Findings

Table 1 summarizes the distribution of administrative salaries in Illinois public universities relative to the corresponding median salary level per position within a cluster group. As indicated in Table 1, 62.4 percent of all reported salaries for Illinois administrative personnel exceed the cluster group median per reported position, while 37.6 percent were equal to or below the corresponding group median. Of the total reported administrative positions in Illinois institutions, 7.8 percent were equal to the corresponding group median per position title.

This general pattern is also valid for most of the cluster groups. For Group 3, which includes Eastern Illinois University and 28 other institutional survey participants, 79.4 percent of the salaries at Eastern Illinois University were greater than the group median salary level per position.

For Group 6 which compares Sangamon State University to 14 other participating institutions, 70.8 percent of the total reported administrative salaries exceeded the group median, while 29.2 percent were below the group median.

For Group 7 which includes Chicago State University, Northeastern Illinois University, Western Illinois University, Southern Illinois University-Edwardsville, and 21 public institutions in other states, 59.0 percent of the reported Illinois administrative salaries were greater than the group median salary levels for similar positions.

Group 11 which includes Southern Illinois University-Carbondale and 33 institutional participants in other states, differs from the general pattern with 44.7 percent of the reported salaries greater than the cluster group median and 55.3 percent below the group median.

For Group 12 which includes Illinois State University, Northern Illinois University and 34 other participating institutions, 80 percent of the reported administrative salaries were greater than the corresponding cluster group median salary per position title, while 20 percent were below the group median salary level.

For Group 14 which includes the University of Illinois-Chicago Circle campus and nine other survey participants, 61.1 percent of the administrative salaries were greater than the group median salary.

For Group 17 which includes the University of Illinois-Urbana/Champaign campus and six other institutional participants, 39.5 percent of the administrative salaries were greater than the group median, and 60.5 percent were equal to or below the group median. Of the latter group 32.6 percent of the administrative salaries at the Urbana/Champaign campus were equal to the median salary level and 27.9 percent were below the median.

FOOTNOTES

- (1) W. Lee Hansen, "Regressing Into the Eighties: Annual Report on the Economic Status of the Profession, 1979-80," Academe, September, 1980, p. 1.
- (2) Ibid, p. 8.
- (3) Ibid, p. 8.
- (4) Ibid, p. 11.
- (5) Ibid, p. 12.
- (6) Walter W. McMahon and Carroll Molton, "Measuring Cost of Living Variation," Industrial Relations, Vol. 17, No. 3, (October 1978), p. 31.

APPENDIX A

DETAILED COMPENSATION AND SALARY DATA FOR
ILLINOIS PUBLIC UNIVERSITIES

Table A-1 FY1971 And FY1980 All Rank Compensation
By Campus

Table A-2 All Rank Average Compensation As A Percentage
Of 1980 Comparison Group Median

Table A-3 All Rank Average Compensation As A Percentage
Of Bazzani Group And Big Ten Medians

Table A-4 Institutional Average Compensation Detail

Table A-5 All Rank Average Salary As A Percentage Of
1980 Comparison Group Median

Table A-6 All Rank Average Salary As A Percentage

Table A-7 Institutional Average Salary Detail

TABLE A-1

FY1971 AND FY1980 ALL RANK COMPENSATION BY CAMPUS

(dollars in thousands)

	<u>FY1971</u>	<u>FY1980</u>
<u>Board of Governors</u>		
Chicago State University	\$14.7	\$22.7
Eastern Illinois University	15.8	23.3
Governors State University	NR	25.0
Northeastern Illinois University	16.0	24.0
Western Illinois University	16.1	23.7
<u>Board of Regents</u>		
Illinois State University	15.7	24.3
Northern Illinois University	16.3	25.1
Sangamon State University	15.9	25.0
<u>Southern Illinois University</u>		
Carbondale	15.8	24.5
Edwardsville	16.2	25.6
<u>University of Illinois</u>		
Chicago Circle	16.9	27.7
Champaign/Urbana	18.3	31.0
Average	<u>\$16.2</u>	<u>\$25.2</u>
Percentage Increase FY1971 to FY1980		<u>55.6%</u>

NR = No Report

TABLE A-2

ALL RANK* AVERAGE COMPENSATION AS A PERCENTAGE OF 1980 COMPARISON GROUP MEDIAN

	FY1971		FY1975		FY1979		FY1980	
	Adjusted For Cost Of Living	Unadjusted For Cost Of Living						
Cluster Group 3								
Eastern Illinois University	108.2%	110.5%	92.2%	90.3%	89.2%	88.1%	90.7%	88.3%
Cluster Group 6								
Sangamon State University	107.4	112.0	103.9	105.1	99.1	104.0	99.2	104.6
Cluster Group 7								
Western Illinois University	105.9	104.5	94.2	92.7	94.0	89.8	94.0	87.4
Northeastern Illinois University	102.6	101.3	92.3	90.9	92.6	88.9	92.1	88.2
Chicago State University	95.5	94.2	96.9	95.4	90.9	86.3	89.7	84.4
Southern Illinois University- Edwardsville	103.2	101.9	96.4	95.0	98.4	94.5	98.1	93.8
Cluster Group 11								
Southern Illinois University- Carbondale	96.3	107.5	91.0	100.0	88.0	96.2	88.4	97.6
Cluster Group 12								
Illinois State University	98.7	109.8	97.9	106.3	95.4	102.2	93.8	101.7
Northern Illinois University	101.2	113.2	100.0	107.9	96.7	103.5	95.8	103.7
Cluster Group 14								
University of Illinois-Chicago Circle	110.4	108.3	104.6	100.5	102.8	98.1	94.2	93.2
Cluster Group 16								
Governors State University	NR	NR	102.8	100.5	100.0	100.0	100.0	106.8
Cluster Group 17								
University of Illinois-Urbana/Champaign	97.3	102.8	96.1	100.9	95.0	99.3	95.4	99.4
Weighted Average**	101.5%	106.3%	96.8%	100.0%	94.9%	97.2%	93.9%	96.5%

* For FY1971, FY1975, and FY1979, the FY1980 faculty mix was used to calculate all rank average compensation and median.

** Weighted by number of full-time faculty in 1980.

NR = No Report

TABLE A-3
ALL RANK* AVERAGE COMPENSATION AS A PERCENTAGE OF BAZZANI GROUP AND
BIG TEN MEDIAN\$

	FY1971		FY1975		FY1979		FY1980	
	Adjusted For Cost Of Living	Unadjusted For Cost Of Living						
<u>Bazzani Group 2</u>								
University of Illinois- Urbana/Champaign	98.4%	101.7%	96.5%	99.5%	96.6%	100.4%	97.2%	100.0%
<u>Bazzani Group 5</u>								
Illinois State University	100.0	105.4%	97.4	100.5	95.0	98.7	92.7	97.6
Northern Illinois University	102.5	107.9	99.0	102.1	95.9	100.0	94.4	96.6
Southern Illinois University- Carbondale	101.9	106.8	96.3	99.5	95.0	98.7	94.2	99.6
Southern Illinois University- Edwardsville	97.6	103.2	94.5	97.4	93.7	97.6	92.4	97.3
University of Illinois- Chicago Circle	103.0	108.3	103.0	105.7	102.8	106.6	101.5	106.0
<u>Bazzani Group 7</u>								
Eastern Illinois University	106.8	113.1	95.2	101.7	90.0	93.9	90.3	95.1
Northeastern Illinois University	104.6	108.8	93.8	100.0	91.1	95.3	90.2	95.2
Chicago State University	97.4	99.2	98.4	103.9	88.5	92.7	86.6	91.2
Western Illinois University	108.1	112.6	95.7	102.3	92.1	96.1	91.2	96.3
<u>Bazzani Group 8</u>								
Sangamon State University	101.3	112.0	98.9	106.3	100.0	104.5	100.8	107.8
Governors State University	NR	NR	96.8	102.2	96.2	102.7	98.8	105.5
Weighted Average**	101.5%	106.2%	97.3%	101.1%	95.5%	99.4%	94.8%	99.4%
<u>Big Ten Universities</u>								
University of Illinois- Urbana/Champaign	94.3%	97.9%	95.3%	99.1%	95.3%	98.6%	96.0%	99.0%

* For FY1971, FY1975, and FY1979, the FY1980 faculty mix was used to calculate all rank average compensation and median.

** Weighted by number of full-time faculty in 1980.

NR = No Report

A-4 Tables

Institutional Average Compensation Detail

For historical years (1971, 1975, and 1979), the all rank average compensation data and all rank indices are not the same as data presented in the summary tables due to differences in the faculty rank composition from year-to-year. - The over time comparison tables use the mix of full-time faculty among ranks in FY1980 to calculate all rank averages for all years.

COMPARISON OF 1970-71 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE COMPENSATION

INSTITUTIONS	CLUSTER ANALYSIS GROUPS				AVERAGE COMPENSATION								
	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	ALL RANKS	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 03													
EASTERN ILL UNIV.	20.2	111.6	16.6	112.2	12.9	103.2	10.0	98.0	14.7	106.5			
GROUP MEDIAN	16.1	106.1	14.8	106.1	12.5	102.2	10.2	98.0	14.7	106.5			
GROUP 06													
SANGAMON STATE UNIV.	20.0	109.3	16.6	109.9	13.4	103.1	10.0	98.0	14.7	107.5			
GROUP MEDIAN	18.3	107.3	15.1	107.3	13.0	102.3	10.3	98.0	14.7	107.5			
GROUP 07													
WESTERN ILLINOIS UNIV.	20.8	109.5	16.5	107.1	12.9	101.6	10.1	97.1	14.0	102.9			
SIU-TEL U AT EDWARDSVILLE	19.5	102.6	16.0	103.9	13.4	105.5	10.4	100.0	14.7	103.5			
CHICAGO STATE UNIV.	18.6	97.9	14.7	95.5	11.7	92.1	9.2	88.5	13.0	93.5			
NORTHEASTERN ILLINOIS UNIV.	19.9	104.7	15.5	100.6	12.7	100.0	10.4	100.0	14.5	101.4			
GROUP MEDIAN	19.0	104.0	15.4	104.0	12.7	101.4	10.4	100.0	14.5	101.4			
GROUP 11													
SIU-ILL UNIV AT CARBONDALE	20.9	96.8	16.3	95.9	13.6	96.5	10.2	98.1	14.8	96.7			
GROUP MEDIAN	21.6	96.8	17.0	96.8	14.1	96.5	10.4	98.1	14.8	96.7			
GROUP 12													
NORTHERN ILLINOIS UNIV.	21.1	104.5	17.0	103.7	13.3	97.1	9.5	89.6	15.5	100.6			
ILLINOIS STATE UNIV.	20.2	100.0	16.8	102.4	13.2	95.4	9.7	91.5	14.7	98.0			
GROUP MEDIAN	20.2	102.2	16.4	102.2	13.7	96.6	10.6	91.5	14.7	98.0			
GROUP 14													
UNIV OF ILLINOIS-CHICAGO CIRCLE	22.2	116.8	16.1	111.8	13.1	111.0	10.6	101.0	15.3	111.7			
GROUP MEDIAN	19.0	110.0	14.4	110.0	11.9	105.0	10.5	101.0	15.3	111.7			
GROUP 17													
UNIV OF ILLINOIS-URBANA	22.2	100.0	16.1	94.7	13.1	93.3	10.6	99.1	17.3	96.6			
GROUP MEDIAN	22.2	100.0	17.0	100.0	14.5	97.7	10.7	99.1	17.3	96.6		33	

This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1974-75 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE COMPENSATION

INSTITUTIONS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 03										
EASTERN ILLINOIS UNIVERSITY	22.4	92.2	18.3	94.3	14.6	91.8	11.4	84.4	17.8	92.2
GROUP MEDIAN	24.3		19.4		15.9		13.5			
GROUP 06										
SANGAMON STATE UNIVERSITY	23.7	106.8	19.4	104.3	15.8	100.6			18.4	103.4
GROUP MEDIAN	22.2		18.6		15.7		12.2			
GROUP 07										
WESTERN ILLINOIS UNIVERSITY	22.8	95.0	17.7	92.7	15.2	97.4	11.4	97.0	17.1	95.0
SI ILLINOIS UNIV AT EDWARDSVILLE	22.9	95.4	18.5	96.9	15.4	98.7	12.7	96.9	18.1	96.8
NORTHEASTERN ILLINOIS UNIVERSITY	21.9	91.3	17.5	91.6	14.8	94.9	12.9	97.7	17.6	92.6
CHICAGO STATE UNIVERSITY	23.5	97.9	18.3	95.9	15.3	98.1	11.9	90.8	17.6	97.2
GROUP MEDIAN	24.0		19.1		15.6		13.1			
GROUP 11										
SOUTHERN ILLINOIS UNIV-CARBONDALE	24.0	91.3	18.5	90.2	15.4	90.6	12.4	94.7	18.4	91.1
GROUP MEDIAN	26.3		20.5		17.0		13.1			
GROUP 12										
ILLINOIS STATE UNIVERSITY	23.8	97.9	19.4	100.0	15.6	97.5	12.1	95.3	18.0	97.8
NORTHERN ILLINOIS UNIVERSITY	24.6	101.2	19.7	101.5	15.7	98.1	11.6	91.3	19.2	100.0
GROUP MEDIAN	24.3		19.4		16.0		12.7			
GROUP 14										
UNIV OF ILLINOIS-CHICAGO CIRCLE	26.1	107.0	19.8	105.9	15.8	100.6	10.7	101.5	19.3	104.3
GROUP MEDIAN	24.4		18.7		15.7		13.3			
GROUP 16										
GOVERNOR'S STATE UNIVERSITY									18.4	104.5
GROUP MEDIAN	22.2		18.2		15.0		12.5			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1974-75 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE COMPENSATION

INSTITUTIONS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 17										
UNIVERSITY OF ILLINOIS-URBANA	27.1	99.3	19.2	91.9	16.0	92.5	11.0	85.5	21.6	96.0
GROUP MEDIAN		27.3		20.9		17.3		13.8		

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1978-79 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE COMPENSATION

INSTITUTIONS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 03										
EASTERN ILLINOIS UNIVERSITY	27.2	90.1	22.1	92.5	17.8	88.1	14.3	82.2	21.6	89.3
GROUP MEDIAN	30.2	104.1	23.9	97.9	20.2	98.5	17.4	82.2	23.4	99.6
GROUP 06										
SANGAMON STATE UNIVERSITY	30.4	104.5	23.6	97.9	20.0	98.5	17.0	81.8	21.8	93.5
GROUP MEDIAN	29.1	104.1	24.1	97.9	20.3	98.5	16.1	81.8	23.7	98.3
GROUP 07										
WESTERN ILL. UNIVERSITY	27.6	92.6	22.3	95.3	19.0	96.7	13.0	81.8	21.8	93.5
NORTHERN ILLINOIS U. EDWARDSVILLE	28.3	95.0	23.5	100.4	20.0	102.0	16.0	100.6	23.7	98.3
CHICAGO STATE UNIVERSITY	26.1	87.6	21.7	92.7	17.8	90.8	14.3	89.9	21.1	89.8
NORTHEASTERN ILL. UNIVERSITY	26.8	89.9	21.5	91.9	18.8	95.9	16.6	104.4	22.3	92.1
GROUP MEDIAN	29.0	104.1	23.4	97.9	19.6	98.5	15.9	81.8	22.9	98.1
GROUP 11										
SOUTHERN ILLINOIS U CARBONDALE	30.4	87.9	23.6	88.7	19.8	86.2	15.4	91.1	22.9	88.1
GROUP MEDIAN	34.6	97.9	26.6	100.0	21.9	102.0	16.9	100.6	23.7	98.3
GROUP 12										
ILLINOIS STATE UNIVERSITY	29.1	94.0	23.7	96.3	19.4	95.1	16.0	96.4	22.9	95.4
NORTHERN ILLINOIS UNIVERSITY	30.3	98.7	24.4	99.2	19.3	94.6	14.1	84.9	23.4	96.7
GROUP MEDIAN	30.7	104.1	24.6	97.9	20.4	98.5	16.6	81.8	22.9	95.4
GROUP 14										
UNIVERSITY OF ILL. CHICAGO CIRCLE	35.5	107.0	24.7	100.0	20.2	99.5	17.3	97.7	25.7	102.8
GROUP MEDIAN	31.3	104.1	24.5	97.9	20.3	98.5	17.7	81.8	22.9	95.4
GROUP 16										
GOVERNORS STATE	29.3	104.1	24.1	97.9	20.5	98.5	14.0	81.8	22.9	100.0
GROUP MEDIAN	29.3	104.1	24.1	97.9	20.5	98.5	14.0	81.8	22.9	100.0

This data has been adjusted to reflect cost of living differences.

**COMPARISON OF 1978-79 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS**

CLUSTER ANALYSIS GROUPS

AVERAGE COMPENSATION

INSTITUTIONS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 17										
U OF ILL URBANA CAMPUS	34.8	96.9	24.7	91.1	20.9	93.3	17.6	95.1	20.5	94.7
GROUP MEDIAN	35.9		27.1		22.6		18.5			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1979-80 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE COMPENSATION

INSTITUTIONS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 03										
EASTERN ILL UNIVERSITY	29.4	91.9	23.7	91.9	19.6	99.7	15.5	82.4	23.3	90.7
GROUP MEDIAN	32.0		25.8		21.6		18.8			
GROUP 06										
SANGAMON STATE UNIVERSITY	31.6	99.4	25.6	98.8	21.7	100.0			25.0	99.2
GROUP MEDIAN	31.9		25.9		21.7		17.4			
GROUP 07										
WESTERN ILL UNIVERSITY	29.3	92.1	24.0	94.1	20.5	98.1	14.1	83.9	23.7	94.0
NORTHERN ILLINOIS U EDWARDSVL	30.2	95.0	25.3	99.2	21.4	102.4	17.6	104.8	25.6	98.1
CHICAGO STATE UNIVERSITY	27.4	86.2	23.2	91.0	18.9	90.4	15.2	90.5	22.7	88.7
NORTHEAST ILL UNIVERSITY	28.3	89.0	23.5	92.2	20.2	96.7	17.9	106.5	24.0	92.3
GROUP MEDIAN	31.0		25.5		20.9		16.8			
GROUP 11										
SOUTHERN ILLINOIS U CARBONDALE	32.6	87.2	25.3	88.2	20.5	88.4	16.7	93.3	24.5	88.4
GROUP MEDIAN	37.4		28.7		23.2		17.9			
GROUP 12										
ILLINOIS STATE UNIVERSITY	30.9	92.2	25.1	94.4	20.5	94.5	17.2	97.2	24.3	93.8
NORTHERN ILL UNIVERSITY	32.5	97.0	26.3	98.9	20.6	94.9	14.5	81.9	25.1	95.9
GROUP MEDIAN	33.5		26.6		21.7		17.7			
GROUP 14										
U OF ILL CHICAGO CIRCLE	35.9	97.8	26.7	93.0	21.6	97.8	18.7	91.2	27.7	94.7
GROUP MEDIAN	36.7		28.7		23.0		20.5			
GROUP 16										
GOVERNORS STATE									25.0	102.0
GROUP MEDIAN	30.6		25.4		21.4		15.0			

COMPARISON OF 1979-80 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE COMPENSATION

INSTITUTIONS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 17										
U OF ILL URBANA CAMPUS	37.0	97.2	26.7	91.4	22.8	95.0	20.1	102.6	31.0	95.4
GROUP MEDIAN	38.9		29.2		24.0		19.6			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1970-71 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE COMPENSATION

INSTITUTIONS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 03										
EASTERN ILL UNIV	20.2	113.5	15.6	114.5	12.9	105.7	10.0	101.0	14.7	108.9
GROUP MEDIAN	17.8	14.5	14.5	12.2	9.9	9.9	10.0	101.0	14.7	108.9
GROUP 06										
SANGAMON STATE UNIV	20.0	113.0	16.6	114.5	13.4	108.1	10.0	101.0	15.7	112.1
GROUP MEDIAN	17.7	14.5	14.5	12.4	9.9	9.9	10.0	101.0	15.7	112.1
GROUP 07										
WESTERN ILLINOIS UNIV	20.8	106.1	16.5	107.8	12.9	102.4	10.1	97.1	14.0	102.9
SI U AT EDWARDSVILLE	19.5	99.5	16.0	104.6	13.4	106.3	10.4	100.0	14.7	102.9
CHICAGO STATE UNIV	18.6	94.9	14.7	96.1	11.7	92.9	9.2	88.5	13.0	93.5
NORTHEASTERN ILLINOIS UNIV	19.9	101.5	15.5	101.3	12.7	100.8	10.4	100.0	14.5	100.7
GROUP MEDIAN	19.6	15.3	15.3	12.6	10.4	10.4	10.4	100.0	14.5	100.7
GROUP 11										
SI U UNIV AT CARBONDALE	20.9	107.7	16.3	107.2	13.6	107.9	10.2	105.2	14.8	107.2
GROUP MEDIAN	19.4	15.2	15.2	12.6	9.7	9.7	10.0	105.2	14.8	107.2
GROUP 12										
NORTHERN ILLINOIS UNIV	21.1	115.9	17.0	116.4	13.3	107.3	9.5	100.0	15.5	111.5
ILLINOIS STATE UNIV	20.2	111.0	16.8	115.1	13.2	106.5	9.7	102.1	14.7	108.9
GROUP MEDIAN	18.2	14.6	14.6	12.4	9.5	9.5	10.0	102.1	14.7	108.9
GROUP 14										
UNIV OF ILLINOIS-CHICAGO CIRCLE	22.2	111.6	16.1	107.3	13.1	106.5	11.6	98.1	15.3	107.0
GROUP MEDIAN	19.9	15.0	15.0	12.3	10.8	10.8	11.0	98.1	15.3	107.0
GROUP 17										
UNIV OF ILLINOIS-URPANA	22.2	104.2	16.1	101.3	13.1	100.0	10.6	100.0	17.3	102.4
GROUP MEDIAN	21.3	15.9	15.9	13.1	10.6	10.6	11.0	100.0	17.3	102.4

**COMPARISON OF 1974-75 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS**

CLUSTER ANALYSIS GROUPS

AVERAGE COMPENSATION

INSTITUTIONS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 03										
EASTERN ILLINOIS UNIVERSITY	22.9	99.2	18.3	92.9	14.6	90.7	11.4	87.7	17.8	90.4
GROUP MEDIAN	25.1	100.0	19.7	100.0	16.1	100.0	13.0	100.0	18.4	104.5
GROUP 06										
SANGAMON STATE UNIVERSITY	23.7	106.3	19.4	105.4	15.8	102.6	11.4	85.7	17.1	93.4
GROUP MEDIAN	22.3	100.0	18.6	100.0	15.4	100.0	12.3	100.0	18.1	95.8
GROUP 07										
WESTERN ILLINOIS UNIVERSITY	22.8	92.7	17.7	93.2	15.2	95.0	11.4	85.7	17.1	93.4
SI ILLINOIS UNIV AT EDWARDSVILLE	22.9	93.1	18.5	97.4	15.4	96.3	12.7	95.5	18.1	95.8
NORTHEASTERN ILLINOIS UNIVERSITY	21.9	89.0	17.5	92.1	14.8	92.5	12.8	96.2	17.6	91.2
CHICAGO STATE UNIVERSITY	23.5	95.5	18.3	96.3	15.3	95.6	11.9	89.5	17.6	95.7
GROUP MEDIAN	24.6	100.0	19.0	100.0	16.0	100.0	13.3	100.0	18.4	100.0
GROUP 11										
SOUTHERN ILLINOIS UNIV-CARBONDALE	24.0	99.6	18.5	99.5	15.4	100.0	12.4	103.3	18.4	100.0
GROUP MEDIAN	24.1	100.0	18.6	100.0	15.4	100.0	12.0	100.0	18.4	100.0
GROUP 12										
ILLINOIS STATE UNIVERSITY	23.8	106.7	19.4	107.8	15.6	104.7	12.1	102.5	18.0	105.9
NORTHERN ILLINOIS UNIVERSITY	24.6	110.3	19.7	109.4	15.7	105.4	11.6	98.3	19.2	107.0
GROUP MEDIAN	22.3	100.0	18.0	100.0	14.9	100.0	11.8	100.0	18.4	100.0
GROUP 14										
UNIV OF ILLINOIS-CHICAGO CIRCL	26.1	102.4	19.8	101.5	15.8	97.5	13.5	98.5	19.3	100.5
GROUP MEDIAN	25.5	100.0	19.5	100.0	16.2	100.0	13.7	100.0	18.4	102.2
GROUP 16										
GOVERNORS STATE UNIVERSITY	23.2	100.0	19.0	100.0	15.7	100.0	13.1	100.0	18.4	102.2
GROUP MEDIAN	23.2	100.0	19.0	100.0	15.7	100.0	13.1	100.0	18.4	102.2

COMPARISON OF 1974-75 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE COMPENSATION

INSTITUTIONS	CLUSTER ANALYSIS GROUPS				AVERAGE COMPENSATION								
	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	ALL RANKS	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 17													
UNIVERSITY OF ILLINOIS-URBANA	27.1	102.3	19.2	99.0	16.0	100.0	11.8	94.4	21.6	100.9	11.8	94.4	21.6
GROUP MEDIAN	26.5	102.3	19.4	99.0	16.0	100.0	12.5	94.4	21.6	100.9	12.5	94.4	21.6

**COMPARISON OF 1978-79 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS.**

CLUSTER ANALYSIS GROUPS

AVERAGE COMPENSATION

INSTITUTIONS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 03										
EASTERN ILLINOIS UNIVERSITY	27.2	89.5	22.1	89.0	17.8	87.9	14.3	83.8	21.6	88.2
GROUP MEDIAN	30.4		25.1		20.4		17.1			
GROUP 06										
SANGAMON STATE UNIVERSITY	30.4	109.4	21.6	103.1	20.0	103.6			23.4	104.5
GROUP MEDIAN	27.8		22.9		19.3		15.1			
GROUP 07										
WESTERN ILL UNIVERSITY	27.6	90.5	22.3	89.2	19.0	92.7	13.0	77.8	21.8	89.7
SOUTHERN ILLINOIS U EDWARDSVL	28.3	92.8	23.5	94.0	20.0	97.6	16.0	95.8	23.7	94.0
CHICAGO STATE UNIVERSITY	26.1	85.6	21.7	86.8	17.8	86.3	14.3	85.6	21.1	86.1
NORTHERN ILL UNIVERSITY	26.8	87.9	21.5	86.0	19.8	91.7	16.6	89.4	22.3	89.1
GROUP MEDIAN	30.5		25.0		20.5		16.7			
GROUP 11										
SOUTHERN ILLINOIS U CARBONDL	30.4	95.9	23.6	97.1	18.0	94.9	15.4	100.0	27.9	96.2
GROUP MEDIAN	31.7		24.3		19.8		15.4			
GROUP 12										
ILLINOIS STATE UNIVERSITY	29.1	102.5	23.7	102.2	19.4	101.0	16.0	105.3	22.9	101.9
NORTHERN ILLINOIS UNIVERSITY	30.3	106.7	24.4	105.2	19.3	100.5	14.1	92.8	23.4	103.5
GROUP MEDIAN	29.4		23.2		19.2		15.2			
GROUP 14										
U OF ILL CHICAGO CIRCLE	33.5	102.1	24.7	96.5	20.2	94.8	17.3	95.1	25.7	98.1
GROUP MEDIAN	32.8		25.6		21.3		18.2			
GROUP 16										
GOVERNORS STATE									22.9	100.0
GROUP MEDIAN	27.1		22.3		19.0		14.6			

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**COMPARISON OF 1978-79 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS**

CLUSTER ANALYSIS GROUPS

AVERAGE COMPENSATION

INSTITUTIONS	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 17						
U OF ILL URBANA CAMPUS	34.8	101.2	24.7	96.1	20.9	97.7
GROUP MEDIAN	34.6	101.2	25.7	96.1	21.4	97.6

COMPARISON OF 1979-80 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE COMPENSATION

INSTITUTIONS	CLUSTER ANALYSIS GROUPS				AVERAGE COMPENSATION				ALL RANKS AMOUNT INDEX
	PROFESSOR AMOUNT INDEX	ASSOCIATE AMOUNT INDEX	ASSISTANT AMOUNT INDEX	INSTRUCTOR AMOUNT INDEX					
GROUP 03									
EASTERN ILL UNIVERSITY	29.4	88.8	23.7	87.8	19.6	88.7	15.5	86.1	23.3 90.3
GROUP MEDIAN	33.1	27.0	22.1	10.0					
GROUP 06									
SAUGANON STATE UNIVERSITY	31.6	105.7	25.6	103.2	21.7	105.9			25.0 104.6
GROUP MEDIAN	29.7	24.8	20.5	16.3					
GROUP 07									
WESTERN ILL UNIVERSITY	29.3	88.3	24.0	89.9	20.5	92.0	14.1	80.1	23.7 89.4
SUTH. ILLINOIS U EDWARDSVL	30.2	91.0	25.3	94.8	21.4	96.0	17.6	100.0	25.6 73.1
CHICAGO STATE UNIVERSITY	27.4	82.5	23.2	86.9	18.9	85.5	15.2	86.4	22.7 84.4
NORTHEST ILL UNIVERSITY	28.3	85.2	23.5	88.0	20.2	91.4	17.9	101.7	24.0 88.2
GROUP MEDIAN	33.2	26.7	22.1	17.6					
GROUP 11									
SUTH. ILLINOIS U CARBONOL	32.6	95.9	25.3	98.1	20.5	99.6	16.7	101.8	24.5 97.6
GROUP MEDIAN	34.0	25.8	20.8	15.4					
GROUP 12									
ILLINOIS STATE UNIVERSITY	30.9	101.6	25.1	101.2	20.5	100.5	17.2	105.5	24.3 101.7
NORTHERN ILL UNIVERSITY	32.5	106.9	26.3	106.0	20.6	101.0	14.5	89.0	25.1 103.7
GROUP MEDIAN	30.4	24.8	20.4	16.3					
GROUP 14									
U OF ILL CHICAGO CIRCLE	35.9	93.7	26.7	88.7	21.6	87.1	18.7	87.0	27.7 90.2
GROUP MEDIAN	38.3	30.1	24.9	21.5					
GROUP 16									
GOVERNORS STATE									25.0 106.0
GROUP MEDIAN	20.5	23.7	20.1	16.7					

**COMPARISON OF 1979-80 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS**

CLUSTER ANALYSIS GROUPS

AVERAGE COMPENSATION

INSTITUTIONS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 17										
U OF ILL URBANA CAMPUS	37.8	100.0	26.7	96.5	22.8	99.6	20.1	109.2	31.0	99.4
GROUP MEDIAN	37.5		27.8		22.9		18.4			

COMPARISON OF 1970-71 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

BAZZANI INSTITUTIONAL GROUPS

AVERAGE COMPENSATION

INSTITUTIONS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP II										
UNIV OF ILLINOIS-URBANA	22.2	100.0	16.1	95.8	13.1	96.3	10.6	102.9	17.3	90.3
GROUP MEDIAN	22.2	100.0	16.8	96.8	13.6	97.3	10.3	102.9	17.3	90.3
GROUP V										
S. ILL U AT EDWARDSVILLE	19.5	96.1	16.0	98.8	13.4	101.5	10.4	100.0	14.7	98.7
UNIV OF ILLINOIS-CHICAGO CIRCLE	22.2	109.4	16.1	99.4	13.1	99.2	10.6	101.9	15.3	103.4
S. ILL. UNIV AT CARBONDALE	20.9	103.0	16.3	100.6	13.6	103.0	10.2	98.1	14.8	101.4
NORTHERN ILLINOIS UNIV	21.1	103.9	17.0	104.9	13.3	100.8	9.5	91.3	15.5	102.0
ILLINOIS STATE UNIV	20.2	99.5	16.8	103.7	13.2	103.0	9.7	93.3	14.7	100.0
GROUP MEDIAN	20.3	100.0	16.2	103.2	13.2	103.4	10.4	100.0	14.7	100.0
GROUP VII										
NORTHEASTERN ILLINOIS UNIV	19.9	107.6	15.5	104.0	12.7	101.6	10.4	100.0	14.5	103.6
CHICAGO STATE UNIV	18.6	109.5	14.7	98.7	11.7	93.6	9.2	88.5	13.0	95.6
WESTERN ILLINOIS UNIV	20.8	112.4	16.5	110.7	12.9	103.2	10.1	97.1	14.0	105.3
EASTERN ILL. UNIV	20.2	109.2	16.6	111.4	12.9	103.2	10.0	96.2	14.7	104.8
GROUP MEDIAN	18.5	100.0	14.9	102.5	12.5	101.4	10.4	100.0	14.7	100.0
GROUP VIII										
SANGAMON STATE UNIV	20.0	100.0	16.6	103.8	13.4	97.8	10.3	100.0	15.7	100.6
GROUP MEDIAN	20.0	100.0	16.0	103.7	13.7	97.7	10.1	100.0	15.7	100.6
BIG TEN UNIVERSITIES										
UNIV OF ILLINOIS-URBANA	22.2	96.1	16.1	92.5	13.1	89.7	10.6	94.6	17.3	94.0
GROUP MEDIAN	23.1	97.4	17.4	94.6	14.6	91.2	11.2	95.3	18.0	94.8

NOTE: This data has been adjusted to reflect cost of living differences.

**COMPARISON OF 1974-75 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS**

BAZZANI INSTITUTIONAL GROUPS

AVERAGE COMPENSATION

INSTITUTIONS	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	ALL RANKS	
					AMOUNT	INDEX
GROUP II						
UNIVERSITY OF ILLINOIS-URBANA	27.1	98.2	19.2	94.6	16.0	95.8
GROUP MEDIAN	27.6		20.3		16.7	
GROUP III						
UNIVERSITY OF CHICAGO	31.9	112.7	21.9	110.1	17.3	108.4
NORTHWESTERN UNIVERSITY	30.5	107.8	21.0	105.6	16.6	103.8
GROUP MEDIAN	28.3		19.9		16.0	
GROUP V						
SOUTHERN ILLINOIS UNIV-CARBONDALE	24.0	97.2	18.5	95.4	15.4	97.5
NORTHERN ILLINOIS UNIVERSITY	24.6	99.6	19.7	101.5	15.7	99.4
ILLINOIS STATE UNIVERSITY	23.8	96.4	19.4	100.0	15.6	98.7
SO ILLINOIS UNIV AT EDWARDSVILLE	22.9	92.7	18.5	95.4	15.4	97.5
UNIV OF ILLINOIS-CHICAGO CIRCLE	26.1	105.7	19.8	102.1	15.8	100.0
GROUP MEDIAN	24.7		19.4		15.8	
GROUP VII						
WESTERN ILLINOIS UNIVERSITY	22.8	97.9	17.1	95.2	15.2	96.2
(CHICAGO) STATE UNIVERSITY	23.5	100.9	18.3	98.4	15.3	96.0
NORTHEASTERN ILLINOIS UNIVERSITY	21.9	94.0	17.5	94.1	14.8	93.7
EASTERN ILLINOIS UNIVERSITY	22.4	96.1	18.3	98.4	14.6	92.4
GROUP MEDIAN	23.3		18.6		15.8	
GROUP VIII						
GOVERNORS STATE UNIVERSITY	23.7	99.2	19.4	99.0	15.8	97.5
SANGAMON STATE UNIVERSITY	23.9		19.6		16.2	
GROUP MEDIAN	23.9				14.0	
BIG TEN UNIVERSITIES						
UNIVERSITY OF ILLINOIS-URBANA	27.1	98.2	19.2	91.4	16.0	92.5
GROUP MEDIAN	27.6		21.0		17.3	

NOTE: This data has been adjusted to reflect cost of living differences.

**COMPARISON OF 1978-79 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS**

BAZZANI INSTITUTIONAL GROUPS

AVERAGE COMPENSATION

INSTITUTIONS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP II										
U OF ILL URBANA CAMPUS	34.8	98.0	24.7	92.9	20.9	95.9	17.6	98.9	20.5	96.1
GROUP MEDIAN	35.5		26.6		21.8		17.8			
GROUP III										
UNIVERSITY OF CHICAGO	39.9	112.7	26.8	105.1	21.7	104.3	18.9	111.2	32.3	110.2
NORTHWESTERN UNIVERSITY	37.3	105.4	26.0	102.0	20.8	100.0	15.8	93.5	29.7	103.5
GROUP MEDIAN	35.4		25.5		20.9		16.9			
GROUP V										
NORTHERN ILLINOIS UNIVERSITY	30.3	96.5	24.4	99.2	19.3	95.1	14.1	84.4	23.4	95.9
ILLINOIS STATE UNIVERSITY	29.1	92.7	23.7	96.3	19.4	95.6	16.0	95.8	22.9	94.6
STHN ILLINOIS U. EDWARDSVILLE	28.3	90.1	23.5	95.5	20.9	98.5	16.0	95.8	23.7	93.7
STHN ILLINOIS U. CARBONDALE	30.4	96.8	23.6	95.9	18.8	92.6	15.4	92.2	22.9	95.0
U OF ILL CHICAGO CIRCLE	33.5	106.7	24.7	100.4	20.2	99.5	17.3	103.6	25.7	102.4
GROUP MEDIAN	31.4		24.6		20.3		16.7			
GROUP VII										
WESTERN ILL UNIVERSITY	27.6	93.9	22.3	91.4	19.0	93.6	13.0	75.6	21.8	91.6
NTHESTN ILL UNIVERSITY	26.8	91.2	21.5	88.1	18.8	92.6	16.6	96.5	22.3	90.1
CHICAGO STATE UNIVERSITY	26.1	80.8	21.7	88.9	17.8	87.7	14.3	83.1	21.1	87.9
EASTERN ILLINOIS UNIVERSITY	27.2	92.5	22.1	90.6	17.8	87.7	14.3	83.1	21.6	90.0
GROUP MEDIAN	29.4		24.4		20.3		17.2			
GROUP VIII										
SANGAMON STATE UNIVERSITY	30.4	101.7	23.6	99.6	20.0	100.0			23.4	100.0
GOVERNORS STATE									22.9	97.0
GROUP MEDIAN	29.9		23.7		20.0		17.3			
BIG TEN UNIVERSITIES										
U OF ILL URBANA CAMPUS	34.8	96.9	24.7	92.2	20.9	93.7	17.6	95.7	28.5	95.0
GROUP MEDIAN	35.9		26.8		22.3		18.4			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1979-80 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

BAZZANI INSTITUTIONAL GROUPS

AVERAGE COMPENSATION

INSTITUTIONS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP II										
U OF ILL URBANA CAMPUS	37.8	99.0	26.7	93.7	22.8	96.2	20.1	106.9	31.0	97.2
GROUP MEDIAN	38.2		28.5		23.7		19.8			
GROUP III										
UNIVERSITY OF CHICAGO	42.5	113.0	28.4	104.0	23.7	109.2	19.9	111.2	34.3	110.6
NORTHWESTERN UNIVERSITY	40.1	106.9	27.5	100.7	21.7	100.0	17.7	98.9	32.1	104.2
GROUP MEDIAN	37.5		27.3		21.7		19.9			
GROUP V										
NORTHERN ILL UNIVERSITY	32.5	94.5	26.3	90.5	20.6	94.1	14.5	101.0	25.1	94.4
ILLINOIS STATE UNIVERSITY	30.9	89.8	25.1	94.0	20.5	93.8	17.2	96.1	24.3	92.7
STHN ILLINOIS U CARBONDL	32.6	94.8	28.3	94.0	20.5	93.6	16.7	93.3	24.5	94.2
STHN ILLINOIS U EDWARDSVL	30.2	87.8	25.3	94.8	21.4	97.7	17.6	98.3	25.6	92.4
U OF ILL CHICAGO CIRCLE	35.9	104.4	26.7	100.0	21.6	98.6	18.7	104.5	27.7	101.5
GROUP MEDIAN	34.4		26.7		21.9		17.9			
GROUP VII										
WESTERN ILL UNIVERSITY	29.3	92.7	24.0	90.9	20.5	93.2	14.1	75.8	23.7	91.2
NTHESTNL ILL UNIVERSITY	28.3	89.6	23.5	89.0	20.2	91.0	17.9	96.2	24.0	90.2
CHICAGO STATE UNIVERSITY	27.4	86.7	23.2	87.9	18.8	85.9	15.2	81.7	22.7	86.6
EASTERN ILL UNIVERSITY	29.4	93.0	23.7	89.8	19.6	89.1	15.5	83.3	23.3	90.3
GROUP MEDIAN	31.6		26.4		22.0		18.6			
GROUP VIII										
GOVERNORS STATE									25.0	98.8
SANGAMON STATE UNIVERSITY	31.6	100.0	25.6	100.4	21.7	101.9			25.0	100.0
GROUP MEDIAN	31.6		25.5		21.8		19.1			
BIG TEN UNIVERSITIES										
U OF ILL URBANA CAMPUS	37.8	97.4	26.7	92.7	22.8	95.4	20.1	104.7	31.0	96.0
GROUP MEDIAN	38.8		28.8		23.8		19.2			

NOTE: This data has been adjusted to reflect cost of living differences.

**COMPARISON OF 1970-71 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS**

HAZZARD INSTITUTIONAL GROUPS

AVERAGE COMPENSATION

INSTITUTIONS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP II										
UNIV OF ILLINOIS-URBANA	22.2	102.3	16.1	101.3	13.1	100.0	10.6	102.9	17.1	101.8
GROUP MEDIAN	21.7		15.9		13.1		10.3			
GROUP V										
SD ILL U AT EDWARDSVILLE	19.5	100.9	16.0	106.0	13.4	105.5	10.4	105.1	14.7	104.3
UNIV OF ILLINOIS-CHICAGO CIRCLE	22.2	113.8	16.1	106.6	13.1	103.1	10.6	107.1	15.3	104.5
SD ILL UNIV AT CARBONDALE	20.9	107.2	16.3	107.9	13.6	107.1	10.2	103.0	14.8	106.5
NORTHERN ILLINOIS UNIV	21.1	108.2	17.0	112.6	13.3	104.7	9.5	96.0	15.5	106.9
ILLINOIS STATE UNIV	20.2	103.6	16.8	111.3	13.2	103.9	9.7	98.1	14.7	105.0
GROUP MEDIAN	19.5		15.1		12.7		9.9			
GROUP VII										
NORTHEASTERN ILLINOIS UNIV	19.9	113.7	15.5	106.9	12.7	104.1	10.4	106.1	14.5	107.4
CHICAGO STATE UNIV	19.6	106.3	14.7	101.4	11.7	95.9	9.2	93.9	13.0	99.2
WESTERN ILLINOIS UNIV	20.8	118.9	16.5	113.8	12.9	105.7	10.1	103.1	14.0	109.4
EASTERN ILL UNIV	20.2	115.4	16.6	114.5	12.9	105.7	10.9	102.0	14.7	109.7
GROUP MEDIAN	17.5		14.5		12.2		9.8			
GROUP VIII										
SANGAMON STATE UNIV	20.0	110.5	16.6	116.1	13.4	106.3			15.7	111.3
GROUP MEDIAN	18.1		14.3		12.6		9.0			
HIG TEN UNIVERSITIES										
UNIV OF ILLINOIS-URBANA	22.2	99.6	16.1	96.4	13.1	94.2	10.6	99.1	17.3	97.7
GROUP MEDIAN	22.3		16.7		13.9		10.7			

**COMPARISON OF 1974-75 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS**

DAZZANI INSTITUTIONAL GROUPS

AVERAGE COMPENSATION

INSTITUTIONS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP II										
UNIVERSITY OF ILLINOIS-URBANA	27.1	101.5	19.2	97.5	16.0	97.6	11.8	95.2	21.5	99.5
GROUP MEDIAN	26.7		19.7		16.4		12.4			
GROUP III										
UNIVERSITY OF CHICAGO	31.9	105.3	21.9	104.8	17.3	108.1	14.2	114.5	25.3	105.9
NORTHWESTERN UNIVERSITY	30.5	100.7	21.0	100.5	16.6	101.8	13.5	108.9	23.6	101.3
GROUP MEDIAN	30.3		20.9		16.0		12.4			
GROUP V										
SOUTHERN ILLINOIS UNIV-CARBONDALE	24.0	100.0	18.5	98.9	15.4	99.4	12.4	98.4	18.4	99.5
NORTHERN ILLINOIS UNIVERSITY	24.6	102.5	19.7	105.3	15.7	101.3	11.6	92.1	19.2	102.7
ILLINOIS STATE UNIVERSITY	23.8	99.2	19.4	103.7	15.6	100.6	12.1	96.0	18.0	100.6
SIU ILLINOIS UNIV AT EDWARDSVILLE	22.9	95.4	18.5	98.9	15.4	99.4	12.7	100.8	19.1	98.6
UNIV OF ILLINOIS-CHICAGO CIRCLE	26.1	108.8	19.8	105.9	15.8	101.9	13.5	107.1	19.3	105.5
GROUP MEDIAN	24.0		19.7		15.5		12.6			
GROUP VII										
WESTERN ILLINOIS UNIVERSITY	22.8	103.6	17.7	99.4	15.2	102.0	11.4	92.7	17.1	101.2
CHICAGO STATE UNIVERSITY	23.5	106.8	18.3	102.8	15.3	102.7	11.9	96.7	17.6	103.5
NORTHEASTERN ILLINOIS UNIVERSITY	21.9	99.5	17.5	98.3	14.8	99.3	12.8	104.1	17.6	98.9
EASTERN ILLINOIS UNIVERSITY	22.4	101.8	18.3	102.9	14.6	98.0	11.4	92.7	17.8	100.6
GROUP MEDIAN	22.0		17.8		14.9		12.3			
GROUP VIII										
GOVERNORS STATE UNIVERSITY	23.7	109.2	19.4	107.2	15.8	102.6			18.4	106.4
SANGAMON STATE UNIVERSITY	21.7		18.1		15.4		13.1		18.4	105.7
GROUP MEDIAN										
BIG TEN UNIVERSITIES										
UNIVERSITY OF ILLINOIS-URBANA	27.1	101.1	19.8	97.0	16.0	97.6	11.9	86.8	21.6	99.1
GROUP MEDIAN	26.8		19.8		16.4		13.6			

COMPARISON OF 1978-79 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

GAZZANI INSTITUTIONAL GROUPS
AVERAGE COMPENSATION

INSTITUTIONS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTION		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP I										
U. OF ILL URBANA CAMPUS	34.9	101.5	24.7	97.2	20.9	100.5	17.6	99.5	28.5	100.0
GROUP MEDIAN	34.3	100.0	25.4	98.8	20.8	100.0	17.0	99.0	28.0	100.0
GROUP III										
UNIVERSITY OF CHICAGO	39.9	107.0	26.8	103.5	21.7	105.4	18.9	101.9	32.3	106.6
NORTHWESTERN UNIVERSITY	37.3	100.0	26.0	100.4	20.9	102.0	15.9	95.8	29.7	100.0
GROUP MEDIAN	37.3	100.0	25.9	100.4	20.9	102.0	16.5	96.5	30.0	100.0
GROUP V										
NORTHERN ILLINOIS UNIVERSITY	30.3	100.0	24.4	103.4	19.3	99.0	14.1	90.4	23.4	100.0
ILLINOIS STATE UNIVERSITY	29.1	98.0	23.7	100.4	19.4	99.5	16.6	92.6	22.9	98.1
STATE ILLINOIS U. EDWARDSVILLE	32.3	93.4	23.5	99.6	20.0	102.6	15.8	80.6	23.7	97.5
STATE ILLINOIS U. CARBONDALE	30.4	100.0	23.6	100.0	19.8	96.4	15.6	88.7	22.8	99.0
U. OF ILL. CHICAGO CIRCLE	33.5	110.5	24.7	104.7	20.2	103.6	18.2	110.9	25.5	106.0
GROUP MEDIAN	30.3	100.0	23.6	100.0	19.5	99.0	15.6	88.7	22.8	99.0
GROUP VII										
WESTERN ILL. UNIVERSITY	27.6	99.3	22.3	96.5	19.0	95.5	13.2	78.3	21.8	96.0
NORTHEAST ILL. UNIVERSITY	26.0	96.4	21.5	93.1	17.8	94.5	13.6	91.2	23.3	96.0
CHICAGO STATE UNIVERSITY	26.1	93.9	21.7	93.9	17.0	89.4	14.3	87.2	21.1	92.1
EASTERN ILLINOIS UNIVERSITY	27.2	97.8	22.1	95.7	17.0	89.4	14.3	87.2	21.6	93.0
GROUP MEDIAN	27.8	97.8	22.1	95.7	17.0	89.4	14.6	87.2	21.6	93.0
GROUP VIII										
SANGAMON STATE UNIVERSITY	30.6	109.0	23.6	103.1	20.0	104.2	17.6	104.2	23.4	104.5
GOVERNORS STATE	28.9	96.4	22.9	93.1	19.2	91.2	13.6	78.3	22.9	92.7
GROUP MEDIAN	28.9	96.4	22.9	93.1	19.2	91.2	13.6	78.3	22.9	92.7
BIG TEN UNIVERSITIES										
U. OF ILL. URBANA CAMPUS	34.8	100.0	24.7	95.0	20.9	90.6	17.3	100.0	20.5	98.3
GROUP MEDIAN	34.8	100.0	24.7	95.0	20.9	90.6	17.6	100.0	20.5	98.3

COMPARISON OF 1979-80 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

DAZZANI INSTITUTIONAL GROUPS

AVERAGE COMPENSATION

INSTITUTIONS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP I										
U OF ILL URBANA CAMPUS	37.8	101.3	26.7	95.7	22.8	101.8	20.1	112.3	31.0	100.0
GROUP MEDIAN	37.3		27.9		22.4		17.9			
GROUP III										
UNIVERSITY OF CHICAGO	42.5	106.0	29.4	104.0	23.7	109.2	19.9	113.1	34.3	105.3
NORTHWESTERN UNIVERSITY	40.1	100.0	27.5	100.7	21.7	99.1	17.7	100.6	32.1	100.0
GROUP MEDIAN	40.1		27.3		21.9		17.6			
GROUP V										
NORTHERN ILL UNIVERSITY	32.5	100.3	26.3	104.0	20.6	90.1	14.5	85.3	25.1	99.6
ILLINOIS STATE UNIVERSITY	30.9	95.4	25.1	99.2	20.5	97.6	17.2	101.2	24.3	97.6
STHN ILLINOIS U. CARBONDL	32.6	100.6	25.3	100.0	20.5	97.6	16.7	98.2	24.5	99.6
STHN ILLINOIS U. EDWARDSVL	30.2	93.2	25.3	100.0	21.4	101.9	17.6	103.5	25.6	97.3
U OF ILL CHICAGO CIRCLE	35.9	110.8	26.7	105.5	21.6	102.9	18.7	110.0	27.7	106.9
GROUP MEDIAN	32.4		25.3		21.0		17.0			
GROUP VII										
WESTERN ILL UNIVERSITY	29.3	98.3	24.0	96.0	20.5	96.2	14.1	80.6	23.7	96.3
SOUTHEAST ILL UNIVERSITY	28.3	95.0	23.5	94.8	20.2	94.8	17.9	102.3	24.0	95.2
CHICAGO STATE UNIVERSITY	27.4	91.9	23.2	93.5	18.9	88.7	15.2	86.9	22.7	91.2
EASTERN ILL UNIVERSITY	29.4	98.7	23.7	95.6	19.6	92.0	15.5	88.6	23.3	95.1
GROUP MEDIAN	29.8		24.8		21.3		17.5			
GROUP VIII										
GOVERNORS STATE									25.0	105.5
SANGAMON STATE UNIVERSITY	31.6	107.5	25.6	100.0	21.7	108.0			25.0	107.8
GROUP MEDIAN	29.4		23.7		20.1		15.8			
BIG TEN UNIVERSITIES										
U OF ILL URBANA CAMPUS	37.8	100.5	26.7	95.7	22.8	99.6	20.1	108.1	31.0	99.0
GROUP MEDIAN	37.6		27.9		22.9		18.6			

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TABLE A-5
ALL RANK* AVERAGE SALARY AS A PERCENTAGE OF 1980 COMPARISON GROUP-MEDIAN

	FY1971		FY1975		FY1979		FY1980	
	Adjusted For Cost Of Living	Unadjusted For Cost Of Living						
Cluster Group 1								
Eastern Illinois University	106.72	108.32	95.12	93.42	91.52	93.02	92.22	92.22
Cluster Group 6								
Sangamon State University	105.9	109.1	100.6	105.1	100.0	106.3	99.1	107.8
Cluster Group 7								
Western Illinois University	108.2	104.1	96.3	92.9	98.5	96.0	95.9	94.5
Northeastern Illinois University	104.1	100.7	94.1	90.9	96.5	94.2	94.1	92.8
Chicago State University	97.1	93.6	99.4	95.4	94.5	92.2	90.3	89.1
Southern Illinois University- Edwardsville	105.3	101.4	98.2	94.9	102.5	100.0	100.5	99.1
Cluster Group 11								
Southern Illinois University- Carbondale	94.1	104.4	89.9	98.2	89.2	97.1	90.2	98.1
Cluster Group 12								
Illinois State University	99.3	137.6	97.0	103.8	93.8	101.6	94.6	101.9
Northern Illinois University	100.7	109.8	98.2	105.0	90.1	97.4	96.4	101.0
Cluster Group 14								
University of Illinois-Chicago Circle	112.6	107.8	106.5	101.7	112.5	107.7	103.9	99.6
Cluster Group 16								
Governors State University	NR	NR	97.6	95.3	100.0	110.4	100.0	101.3
Cluster Group 17								
University of Illinois-Urbana/Champaign	98.2	101.9	98.5	103.2	98.0	102.9	98.5	102.7
Weighted Average**	101.72	104.72	97.5%	100.0%	97.0%	100.1%	96.6%	99.6%

* For FY1971, FY1975, and FY1979, the FY1980 faculty mix was used to calculate all rank average salary and median.

** Weighted by number of full-time faculty in 1980.

NR = No Report

TABLE A-6

ALL RANK* AVERAGE SALARY AS A PERCENTAGE OF BAZZANI GROUP AND BIG TEN MEDIAN

	FY1971		FY1975		FY1979		FY1980	
	Adjusted For Cost of Living	Unadjusted For Cost of Living						
Bazzani Group 2								
University of Illinois-Urbana/ Champaign	99.4%	101.2%	100.9%	102.1%	101.6%	104.6%	101.5%	103.9%
Bazzani Group 5								
Illinois State University	100.0	103.2	98.2	101.2	94.7	98.0	94.2	97.7
Northern Illinois University	101.4	106.6	98.8	102.4	91.0	94.1	95.6	99.5
Southern Illinois University- Carbondale	101.4	106.7	96.4	100.0	96.6	100.0	95.9	100.0
Southern Illinois University- Edwardsville	97.3	102.1	94.4	97.7	95.4	98.1	94.1	97.4
University of Illinois-Chicago Circle	102.7	107.8	102.9	106.5	104.2	107.7	103.0	106.7
Bazzani Group 7								
Eastern Illinois University	104.4	109.2	95.1	99.4	92.6	96.4	91.1	97.6
Northeastern Illinois University	102.1	106.7	94.1	98.8	93.8	97.5	92.8	96.7
Chicago State University	94.3	99.2	98.9	103.1	91.3	95.4	88.7	92.9
Western Illinois University	105.1	110.7	96.3	100.6	95.1	99.0	94.0	98.1
Bazzani Group 3								
Sangamon State University	96.6	103.6	91.2	100.6	96.2	106.3	96.0	107.5
Governor's State University	NR	NR	93.1	98.8	93.1	102.6	95.2	104.8
Weighted Average**	100.8%	105.1%	98.0%	101.5%	97.0%	100.5%	97.0%	100.3%

Big Ten Universities
**University of Illinois-Urbana/
Champaign**

96.5%	100.6%	98.5%	102.6%	98.8%	102.0%	98.9%	102.3%
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* For FY1971, FY1975, and FY1980, the FY1980 faculty mix was used to calculate all rank average salary and median.

** Weighted by number of full-time faculty in 1980.

NR = No Report

A-7 Tables

Institutional Average Salary Detail

For historical years (1971, 1975, and 1979), the all rank average salary data and all rank indices are not the same as data presented in the summary tables due to differences in the faculty rank composition from year-to-year. The over time comparison tables use the mix of full-time faculty among ranks in FY1980 to calculate all rank averages for all years.

COMPARISON OF 1970-71 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE SALARY

INSTITUTIONS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 03										
EASTERN ILL. UNIV.	18.2	108.3	15.0	111.1	11.6	102.7	9.0	97.8	13.3	105.6
GROUP MEDIAN	16.8		13.5		11.3		9.2			
GROUP 06										
SANGAMON STATE UNIV.	18.2	105.2	15.0	107.9	12.1	102.5			14.2	105.2
GROUP MEDIAN	17.3		13.9		11.8		9.4			
GROUP 07										
WESTERN ILLINOIS UNIV.	18.7	110.0	14.9	110.4	11.6	106.4	9.1	100.0	12.6	106.8
SIU ILL. U. AT EDWARDSVILLE	17.6	103.5	14.4	106.7	12.1	111.0	9.4	103.3	13.2	105.6
CHICAGO STATE UNIV.	16.8	98.8	13.2	97.8	10.5	96.3	8.3	91.2	11.7	96.7
NORTHEASTERN ILLINOIS UNIV.	17.9	105.3	14.0	103.7	11.4	104.6	9.3	102.2	13.1	104.8
GROUP MEDIAN	17.0		13.5		10.9		9.1			
GROUP 11										
SO ILL. UNIV. AT CARBONDALE	18.8	92.2	14.7	93.6	12.3	95.3	9.2	96.8	13.4	94.4
GROUP MEDIAN	20.4		15.7		12.9		9.5			
GROUP 12										
NORTHERN ILLINOIS UNIV.	19.0	103.8	15.3	103.4	12.0	97.6	9.5	88.5	13.9	100.0
ILLINOIS STATE UNIV.	18.2	99.5	15.1	102.0	11.9	96.7	8.7	90.6	13.2	97.8
GROUP MEDIAN	18.3		14.8		12.3		9.6			
GROUP 14										
UNIV. OF ILLINOIS-CHICAGO CIRCLE	20.0	115.6	14.5	119.7	11.8	111.3	9.5	102.2	13.7	110.5
GROUP MEDIAN	17.3		13.1		10.6		9.3			
GROUP 17										
UNIV. OF ILLINOIS-URBANA	20.0	100.0	14.5	98.6	11.8	94.4	9.5	100.0	15.6	98.7
GROUP MEDIAN	20.0		14.7		12.5		9.5			

**COMPARISON OF 1974-75 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS**

CLUSTER ANALYSIS GROUPS

AVERAGE SALARY

INSTITUTIONS	CLUSTER ANALYSIS GROUPS				AVERAGE SALARY
	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	
	AMOUNT INDEX	AMOUNT INDEX	AMOUNT INDEX	AMOUNT INDEX	AMOUNT INDEX
GROUP 03					
EASTERN ILLINOIS UNIVERSITY	19.8	94.3	16.2	99.4	124.9
GROUP MEDIAN	21.0	101.9	16.3	100.6	113.5
GROUP 06					
SANGAMON STATE UNIVERSITY	21.0	101.9	17.2	100.6	14.0
GROUP MEDIAN	20.6	101.9	17.1	100.0	14.0
GROUP 07					
WESTERN ILLINOIS UNIVERSITY	20.2	96.2	15.7	95.7	13.8
SOUTHERN ILLINOIS UNIV AT EDWARDSVILLE	20.3	96.7	16.4	100.0	13.5
NORTHEASTERN ILLINOIS UNIVERSITY	19.4	92.4	15.5	94.5	13.0
CHICAGO STATE UNIVERSITY	20.8	99.0	16.1	98.2	13.4
GROUP MEDIAN	21.0	99.0	16.4	98.2	13.3
GROUP 11					
SOUTHERN ILLINOIS UNIV-CARBONDALE	21.2	89.1	16.4	89.6	13.5
GROUP MEDIAN	23.8	89.1	18.3	89.6	15.1
GROUP 12					
ILLINOIS STATE UNIVERSITY	21.1	96.8	17.2	88.9	13.8
NORTHERN ILLINOIS UNIVERSITY	21.8	100.0	17.4	100.0	13.8
GROUP MEDIAN	21.8	96.8	17.4	88.9	14.3
GROUP 14					
UNIV OF ILLINOIS-CHICAGO CIRCLE	23.1	106.5	17.5	108.0	14.0
GROUP MEDIAN	21.8	106.5	16.2	104.5	13.0
GROUP 16					
GOVERNORS STATE UNIVERSITY	22.0	106.5	17.9	104.7	12.2
GROUP MEDIAN	22.0	106.5	17.9	104.7	12.2

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1974-75 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE SALARY

INSTITUTIONS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTORS		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 17										
UNIVERSITY OF ILLINOIS-URBANA	24.0	100.4	17.0	95.5	14.2	97.9	12.4	90.4	19.1	98.5
GROUP MEDIAN	23.9		17.8		14.5		11.5			

NOTE: This data has been adjusted to reflect cost of living differences.

**COMPARISON OF 1978-79 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS**

CLUSTER ANALYSIS GROUPS

AVERAGE SALARY

INSTITUTIONS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 03										
EASTERN ILLINOIS UNIVERSITY	23.8	95.2	19.4	97.5	15.4	91.7	18.2	84.1	18.9	94.0
GROUP MEDIAN	25.0		19.9		16.8		14.5			
GROUP 06										
SANGAMON STATE UNIVERSITY	26.6	103.9	20.5	99.6	17.3	100.0			20.3	100.0
GROUP MEDIAN	25.6		20.8		17.3		14.5			
GROUP 07										
WESTERN ILL. UNIVERSITY	24.2	97.2	19.4	99.0	16.5	101.9	11.4	85.7	19.0	97.9
SOUTHERN ILLINOIS U EDWARDSVL	24.8	99.6	20.5	104.6	17.4	107.4	13.8	103.8	20.7	103.0
CHICAGO STATE UNIVERSITY	22.9	92.0	19.0	96.9	15.5	95.7	12.3	92.5	18.5	94.4
NORTHERN ILL. UNIVERSITY	23.5	94.4	18.7	95.4	16.3	100.6	14.3	107.5	19.5	96.5
GROUP MEDIAN	24.9		19.6		16.2		13.3			
GROUP 11										
SOUTHERN ILLINOIS U CARBONOL	26.7	89.0	20.6	90.4	16.3	88.1	13.1	88.1	19.9	88.8
GROUP MEDIAN	30.0		22.8		18.5		15.1			
GROUP 12										
ILLINOIS STATE UNIVERSITY	25.1	93.3	20.3	94.4	16.5	94.3	13.7	94.5	19.7	94.3
NORTHERN ILLINOIS UNIVERSITY	26.4	98.1	16.7	77.7	12.1	69.1	20.3	140.0	18.7	88.6
GROUP MEDIAN	26.9		21.5		17.5		14.5			
GROUP 14										
U OF ILL. CHICAGO CIRCLE	29.3	116.3	21.5	110.8	17.4	109.8	15.0	107.1	22.6	112.6
GROUP MEDIAN	25.2		19.4		16.0		14.0			
GROUP 16										
GOVERNORS STATE									20.1	100.0
GROUP MEDIAN	24.6		19.8		16.7					

COMPARISON OF 1979-79 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE SALARY

INSTITUTIONS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 17										
U OF ILL URBANA CAMPUS	30.4	99.3	21.5	95.1	18.1	97.8	15.2	100.0	24.9	98.0
GROUP MEDIAN	30.6		22.6		18.5		15.2			

NOTE: This data has been adjusted to reflect cost-of-living differences.

COMPARISON OF 1979-80 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE SALARY

INSTITUTIONS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 03										
EASTERN ILL UNIVERSITY	25.5	92.7	20.5	93.2	16.9	92.9	13.2	84.1	20.2	92.2
GROUP MEDIAN	27.5		22.0		18.2		15.7			
GROUP 06										
SANGAMON STATE UNIVERSITY	27.3	100.7	22.0	98.2	18.5	90.4	14.5	99.1	21.5	99.1
GROUP MEDIAN	27.1		22.4		18.8		15.7			
GROUP 07										
WESTERN ILL UNIVERSITY	25.4	95.1	20.8	96.3	17.7	97.8	12.0	83.9	20.5	95.8
STHN ILLINOIS U EDWARDSVL	26.3	98.5	21.9	101.4	18.6	102.2	15.1	105.6	22.2	109.5
CHICAGO STATE UNIVERSITY	23.8	89.1	20.0	92.6	16.2	89.5	13.0	90.9	19.6	90.1
NORTHESTN ILL UNIVERSITY	24.6	92.1	20.3	94.0	17.4	96.1	15.4	107.7	20.7	94.1
GROUP MEDIAN	26.7		21.6		18.1		14.3			
GROUP 11										
STHN ILLINOIS U CARBONOL	28.4	89.3	22.0	92.4	17.6	89.8	14.3	90.5	21.2	90.2
GROUP MEDIAN	31.8		23.8		19.6		15.8			
GROUP 12										
ILLINOIS STATE UNIVERSITY	26.8	93.4	21.7	95.2	17.7	94.7	14.7	95.5	21.0	94.6
NORTHERN ILL UNIVERSITY	28.3	98.6	22.8	100.9	17.7	94.7	12.3	79.9	21.7	96.4
GROUP MEDIAN	28.7		22.8		18.7		15.4			
GROUP 14										
U OF ILL CHICAGO CIRCLE	31.1	107.6	23.0	102.7	18.5	101.1	14.0	100.0	23.9	103.9
GROUP MEDIAN	28.9		22.4		18.3		15.0			
GROUP 16										
GOVERNORS STATE									21.7	100.0
GROUP MEDIAN	27.1		22.2		18.8		15.0			

NOTE: This data has been adjusted to reflect cost of living differences.



**COMPARISON OF 1979-80 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS**

CLUSTER ANALYSIS GROUPS

AVERAGE SALARY

INSTITUTIONS

	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	ALL RANKS
	AMOUNT INDEX				

GROUP 17

U OF ILL URBANA CAMPUS	32.7	99.7	22.9	95.4	19.5	99.5	17.7	107.5	26.7	98.5
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GROUP MEDIAN

	32.8		24.0		19.6		15.9			
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NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1970-71 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE SALARY

INSTITUTIONS	CLUSTER ANALYSIS GROUPS				AVERAGE SALARY			
	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	ALL RANKS			
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 03								
EASTERN ILL. UNIV.	19.2	110.3	15.0	111.9	11.6	105.5	9.0	100.0
GROUP MEDIAN	16.5	113.6	13.4	111.0	11.0	105.0	9.0	100.0
GROUP 06								
SANGAMON STATE UNIV.	18.2	111.7	15.0	110.3	12.1	105.2	9.1	100.0
GROUP MEDIAN	16.3	113.6	13.6	111.5	11.5	105.2	9.2	100.0
GROUP 07								
WESTERN ILLINOIS UNIV.	18.7	105.6	14.9	105.4	11.6	101.8	9.1	97.8
SO ILL U AT EDWARDSVILLE	17.5	99.4	14.4	102.9	12.1	106.1	9.4	101.1
CHICAGO STATE UNIV.	16.8	94.9	13.2	96.3	10.5	92.1	8.3	89.2
NORTHEASTERN ILLINOIS UNIV.	17.9	101.1	14.0	100.0	11.4	100.0	9.3	100.0
GROUP MEDIAN	17.7	104.0	14.0	101.4	11.4	101.4	9.3	100.0
GROUP 11								
SO ILL UNIV. AT CARBONDALE	18.8	103.3	14.7	103.5	12.3	105.1	9.2	103.4
GROUP MEDIAN	18.2	104.2	14.2	103.7	11.7	103.7	8.9	103.0
GROUP 12								
NORTHERN ILLINOIS UNIV.	19.0	113.1	15.3	112.5	12.0	106.2	9.5	96.6
ILLINOIS STATE UNIV.	18.2	108.3	15.1	111.0	11.9	105.3	8.7	98.9
GROUP MEDIAN	16.8	113.6	13.6	111.3	11.3	105.3	8.8	98.9
GROUP 14								
UNIV OF ILLINOIS-CHICAGO CIRCLE	20.0	110.5	14.5	106.6	11.9	107.3	9.5	99.0
GROUP MEDIAN	18.1	103.6	13.6	110.0	11.0	105.0	9.6	106.2
GROUP 17								
UNIV OF ILLINOIS-URBANA	20.0	103.6	14.5	100.7	11.8	99.2	9.5	103.3
GROUP MEDIAN	19.3	104.4	14.4	110.9	11.9	102.2	9.2	102.0

COMPARISON OF 1974-75 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE SALARY

INSTITUTIONS	PROFESSOR AMOUNT INDEX	ASSOCIATE AMOUNT INDEX	ASSISTANT AMOUNT INDEX	INSTRUCTOR AMOUNT INDEX	ALL RANKS AMOUNT INDEX								
					19.8	92.5	16.2	97.0	12.9	93.5	19.0	88.5	15.7
GROUP 73													
EASTERN ILLINOIS UNIVERSITY	19.8	92.5	16.2	97.0	12.9	93.5	19.0	88.5	15.7	94.0			
GROUP MEDIAN	21.4		16.7		13.8		11.3						
GROUP 06													
SANGAMON STATE UNIVERSITY	21.0	104.5	17.2	106.0	14.0	102.9			16.3	105.2			
GROUP MEDIAN	20.1		16.1		13.6		11.3						
GROUP 07													
WESTERN ILLINOIS UNIVERSITY	20.2	93.1	15.7	92.9	13.3	95.7	10.0	85.5	15.0	93.2			
SO. ILLINOIS UNIV. AT EDWARDSVILLE	20.3	93.5	16.4	97.0	13.5	97.1	11.1	94.9	15.9	95.2			
NORTHEASTERN ILLINOIS UNIVERSITY	19.4	89.4	15.5	91.7	13.0	93.5	11.2	95.7	15.6	91.8			
CHICAGO STATE UNIVERSITY	20.8	95.9	16.1	95.3	13.4	96.4	10.3	88.0	15.4	95.1			
GROUP MEDIAN	21.7		16.9		13.9		11.7						
GROUP 11													
SOUTHERN ILLINOIS UNIV-CARBONDALE	21.2	97.7	16.4	90.2	13.5	97.8	10.9	100.9	16.2	98.2			
GROUP MEDIAN	21.7		16.7		13.8		10.8						
GROUP 12													
ILLINOIS STATE UNIVERSITY	21.1	102.9	17.2	106.2	13.0	103.0	10.6	101.0	15.9	103.2			
NORTHERN ILLINOIS UNIVERSITY	21.8	106.3	17.4	107.4	13.3	103.0	10.2	97.1	17.0	105.6			
GROUP MEDIAN	20.5		16.2		13.4		10.5						
GROUP 14													
UNIV OF ILLINOIS-CHICAGO CIRCLE	23.1	102.2	17.5	102.9	14.0	100.0	11.8	100.0	17.1	101.9			
GROUP MEDIAN	22.6		17.0		14.0		11.8						
GROUP 16													
GOVERNORS STATE UNIVERSITY									16.3	97.0			
GROUP MEDIAN	23.0		18.6		15.4		12.8						

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COMPARISON OF 1974-75 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE SALARY

INSTITUTIONS	CLUSTER ANALYSIS GROUPS				AVERAGE SALARY							
	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	ALL RANKS	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT
UNIVERSITY OF ILLINOIS-URBANA	24.0	104.3	17.0	101.8	94.2	102.9	10.4	94.5	19.1	103.2		
GROUP MEDIAN	23.0		16.7		13.9		11.0					

**COMPARISON OF 1978-79 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS**

CLUSTER ANALYSIS GROUPS

AVERAGE SALARY

INSTITUTIONS	CLUSTER ANALYSIS GROUPS				AVERAGE SALARY				ALL RANKS	
	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	AMOUNT	INDEX	AMOUNT	INDEX		
EASTERN ILLINOIS UNIVERSITY	23.8	94.4	19.4	95.6	15.4	91.7	12.2	86.5	18.9	93.6
GROUP MEDIAN	25.2		20.3		16.8		14.1			
SANGAMON STATE UNIVERSITY	26.6	110.4	20.5	104.6	17.3	105.5			20.3	105.7
GROUP MEDIAN	24.1		19.6		16.4		13.6			
WESTERN ILLINOIS UNIVERSITY	24.2	94.9	19.4	96.0	16.5	100.0	11.4	82.6	19.0	95.5
STHN ILLINOIS U EDWARDSVILLE	24.8	97.3	20.5	101.5	17.4	105.5	13.8	100.0	20.7	109.0
CHICAGO STATE UNIVERSITY	22.9	89.8	19.0	94.1	15.5	93.9	12.3	89.1	18.5	92.0
WESTERN ILL. UNIVERSITY	23.5	92.2	18.7	92.6	16.3	98.8	14.3	103.6	19.5	94.2
GROUP MEDIAN	25.5		20.2		16.5		13.9			
STHN ILLINOIS U CARBONDALE	26.7	96.7	20.6	98.1	16.3	95.9	13.3	98.5	19.9	96.6
GROUP MEDIAN	27.6		21.0		17.0		13.5			
ILLINOIS STATE UNIVERSITY	25.1	100.4	20.3	102.0	16.5	101.2	13.7	104.6	19.7	101.5
NORTHERN ILLINOIS UNIVERSITY	26.4	105.6	16.7	83.9	12.1	74.2	20.3	155.0	19.7	95.9
GROUP MEDIAN	25.0		19.9		16.3		13.1			
U OF ILL CHICAGO CIRCLE	29.3	111.4	21.5	105.0	17.4	103.6	15.3	103.4	22.4	107.7
GROUP MEDIAN	26.3		20.3		16.9		14.5			
GOVERNORS STATE									20.1	111.7
GROUP MEDIAN	23.0		19.6		15.7		13.7			

COMPARISON OF 1978-79 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE SALARY

INSTITUTIONS	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	ALL RANKS
	AMOUNT INDEX				
GROUP 17					
U OF ILL URBANA CAMPUS	30.4	104.1	21.5	100.0	18.1 102.8 15.2 104.8 24.0 102.9
GROUP MEDIAN	29.2		21.5		17.6 14.5

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COMPARISON OF 1979-80 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE SALARY

INSTITUTIONS	CLUSTER ANALYSIS GROUPS				AVERAGE SALARY			
	PROFESSOR AMOUNT INDEX	ASSOCIATE AMOUNT INDEX	ASSISTANT AMOUNT INDEX	INSTRUCTOR AMOUNT INDEX	ALL RANKS AMOUNT INDEX			
GROUP 03								
EASTERN ILL UNIVERSITY	25.5	92.1	20.5	93.2	16.9	92.3	13.2	90.4
GROUP MEDIAN	27.7	106.0	22.0	106.8	18.3	106.9	14.6	107.3
GROUP 06								
SANGAMON STATE UNIVERSITY	27.3	106.2	22.0	106.8	18.5	106.9	14.6	107.1
GROUP MEDIAN	25.7	106.2	20.6	106.8	17.3	106.9	14.2	107.1
GROUP 07								
WESTERN ILL UNIVERSITY	25.4	94.1	20.8	95.0	17.7	96.7	12.0	91.6
STH. ILLINOIS U EDWARDSVL	26.3	97.4	21.9	100.0	18.5	101.1	15.1	102.7
CHICAGO STATE UNIVERSITY	23.8	88.1	20.0	91.3	16.2	88.5	13.0	88.4
NTHESTN ILL UNIVERSITY	24.6	91.1	20.3	92.7	17.4	95.1	15.4	104.8
GROUP MEDIAN	27.0	106.0	21.9	106.8	18.3	106.9	14.7	107.1
GROUP 11								
STHN ILLINOIS U CARBONOL	28.4	97.3	22.0	99.1	17.6	97.8	14.3	100.7
GROUP MEDIAN	29.2	106.2	22.2	106.8	18.0	106.9	14.2	107.1
GROUP 12								
ILLINOIS STATE UNIVERSITY	26.8	100.0	21.7	101.9	17.7	101.1	14.7	107.3
NORTHERN ILL UNIVERSITY	29.3	106.4	22.8	107.0	17.7	101.1	12.3	89.8
GROUP MEDIAN	26.6	102.6	21.3	101.9	17.5	101.1	13.7	101.9
GROUP 14								
U OF ILL CHICAGO CIRCLE	31.1	102.6	23.0	98.3	18.5	96.9	15.0	96.4
GROUP MEDIAN	30.3	102.6	23.4	102.6	19.1	102.6	16.6	102.6
GROUP 16								
GOVERNORS STATE	25.4	106.0	21.0	106.8	17.8	106.9	15.7	101.4
GROUP MEDIAN	25.4	106.0	21.0	106.8	17.8	106.9	15.7	101.4

COMPARISON OF 1979-80 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE SALARY

INSTITUTIONS	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	ALL RANKS					
	AMOUNT INDEX									
GROUP 17										
U OF ILL URBANA CAMPUS	32.7	103.5	22.9	99.6	19.5	103.7	17.1	115.5	26.7	102.1
GROUP MEDIAN	31.6	—	23.0	—	18.8	—	14.8	—	—	—

COMPARISON OF 1970-71 SALARY AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

BAZZANI INSTITUTIONAL GROUPS

AVERAGE SALARY

INSTITUTIONS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP II										
UNIV OF ILLINOIS-URBANA	20.0	100.0	14.5	99.3	11.8	95.9	9.5	102.2	15.6	99.6
GROUP MEDIAN	19.9		14.6		12.3		9.3			
GROUP V										
SO ILL U AT EDWARDSVILLE	17.6	94.6	14.6	99.3	12.1	100.8	9.4	100.0	13.2	97.8
UNIV OF ILLINOIS-CHICAGO CIRCLE	20.0	107.5	14.5	100.0	11.8	98.3	9.5	101.1	13.7	101.5
SO ILL UNIV AT CARBONDALE	18.8	101.1	14.7	101.4	12.3	102.5	9.2	97.9	13.4	101.5
NORTHERN ILLINOIS UNIV	19.0	102.2	15.3	105.5	12.0	100.0	8.5	90.4	13.9	100.7
ILLINOIS STATE UNIV	18.2	97.8	15.1	104.1	11.9	99.2	8.7	92.6	13.2	99.2
GROUP MEDIAN	18.6		14.5		12.0		9.4			
GROUP VII										
NORTHEASTERN ILLINOIS UNIV	17.9	104.1	14.0	100.7	11.4	99.1	9.3	97.9	13.1	100.9
CHICAGO STATE UNIV	16.8	97.7	13.2	95.0	10.5	91.3	8.3	87.4	11.7	92.9
WESTERN ILLINOIS UNIV	18.7	108.7	14.9	107.2	11.6	100.9	9.1	95.8	12.6	102.4
EASTERN ILL. UNIV	18.2	105.8	15.0	107.9	11.6	100.9	9.0	94.7	13.3	103.1
GROUP MEDIAN	17.2		13.9		11.5		9.5			
GROUP VIII										
SANGAMON STATE UNIV	18.2	96.8	15.0	97.4	12.1	95.3			14.2	96.5
GROUP MEDIAN	18.8		15.4		12.7		10.1			
BIG TEN UNIVERSITIES										
UNIV OF ILLINOIS-URBANA	20.0	97.6	14.5	96.7	11.9	94.4	9.5	99.0	15.6	96.9
GROUP MEDIAN	20.5		15.0		12.5		9.6			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1974-75 SALARY AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

BAZZANI INSTITUTIONAL GROUPS

AVERAGE SALARY

INSTITUTIONS	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	ALL RANKS	
					AMOUNT	INDEX
GROUP II						
UNIVERSITY OF ILLINOIS-URBANA	24.0	100.4	17.0	98.8	14.2	100.0
GROUP MEDIAN	23.2		17.2		14.2	
GROUP III						
UNIVERSITY OF CHICAGO	27.3	113.0	18.7	109.4	14.8	100.8
NORTHWESTERN UNIVERSITY	26.0	111.7	18.3	107.0	14.3	105.1
GROUP MEDIAN	24.0		17.1		13.6	
GROUP V						
SOUTHERN ILLINOIS UNIV-CARBON	21.2	97.2	16.4	95.3	13.5	96.4
NORTHERN ILLINOIS UNIVERSITY	21.8	100.0	17.4	101.2	13.8	98.6
ILLINOIS STATE UNIVERSITY	21.1	96.8	17.2	100.0	13.8	98.6
SO ILLINOIS UNIV AT EDWARDSVILLE	20.3	93.1	16.4	95.3	13.5	96.4
UNIV OF ILLINOIS-CHICAGO CIRCL	23.1	106.0	17.5	101.7	14.0	100.0
GROUP MEDIAN	21.8		17.2		14.0	
GROUP VII						
WESTERN ILLINOIS UNIVERSITY	20.4	97.6	15.7	96.9	13.3	96.4
CHICAGO STATE UNIVERSITY	20.8	100.5	16.1	99.4	13.4	97.1
NORTHEASTERN ILLINOIS UNIVERSI	19.4	93.7	15.5	95.7	13.0	94.2
EASTERN ILLINOIS UNIVERSITY	19.8	95.7	16.2	100.0	12.9	93.5
GROUP MEDIAN	20.7		16.2		13.8	
GROUP VIII						
GOVERNORS STATE UNIVERSITY						16.3
SANGAMON STATE UNIVERSITY	21.0	90.9	17.2	92.0	14.0	90.9
GROUP MEDIAN	23.1		18.7		15.4	
BIG TEN UNIVERSITIES						16.3
UNIVERSITY OF ILLINOIS-URBANA	24.0	100.4	17.0	95.5	14.2	97.9
GROUP MEDIAN	23.9		17.8		14.5	

NOTE: This data has been adjusted to reflect cost of living differences.

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**COMPARISON OF 1978-79 SALARY AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS**

BAZZANI INSTITUTIONAL GROUPS

AVERAGE SALARY

INSTITUTIONS

	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	ALL RANKS
	AMOUNT INDEX				

GROUP II

U OF ILL URBANA CAMPUS
GROUP MEDIAN

30.4	103.1	21.5	98.6	18.1	100.0	15.2	101.3	24.9	101.6
29.5	—	21.0	—	18.1	—	15.0	—	—	—

GROUP III

UNIVERSITY OF CHICAGO
NORTHWESTERN UNIVERSITY
GROUP MEDIAN

33.2	111.4	22.3	103.7	18.0	102.9	15.7	108.3	26.8	108.5
32.1	107.7	22.1	102.8	18.0	102.9	14.0	96.6	25.5	105.4
29.8	—	21.5	—	17.5	—	14.5	—	—	—

GROUP V

NORTHERN ILLINOIS UNIVERSITY
ILLINOIS STATE UNIVERSITY
STHN ILLINOIS U EDWARDSVL
STHN ILLINOIS U CARBONOL
U OF ILL CHICAGO CIRCLE
GROUP MEDIAN

26.4	98.5	16.7	78.4	12.1	69.9	20.3	143.0	18.7	89.5
25.1	93.7	20.3	95.3	16.5	95.4	13.7	96.5	19.7	95.2
24.8	92.5	20.5	96.2	17.4	100.6	13.8	97.2	20.7	95.4
26.7	99.6	20.6	96.7	16.3	94.2	13.3	93.7	19.9	96.6
29.3	109.3	21.5	100.9	17.4	100.6	15.0	105.6	22.4	104.2
26.8	—	21.3	—	17.3	—	14.2	—	—	—

GROUP VII

WESTERN ILL UNIVERSITY
NTHESTRN ILL UNIVERSITY
CHICAGO STATE UNIVERSITY
EASTERN ILLINOIS UNIVERSITY
GROUP MEDIAN

24.2	97.2	19.4	95.6	16.5	94.0	11.4	79.2	19.0	94.5
23.5	94.4	18.7	92.1	16.3	93.7	14.3	99.3	19.5	93.8
22.9	92.0	19.0	93.6	15.5	89.1	12.3	85.4	18.5	91.6
23.8	95.6	19.4	95.6	15.4	88.5	12.2	84.7	18.9	93.1
24.9	—	20.3	—	17.4	—	14.4	—	—	—

GROUP VIII

SANGAMON STATE UNIVERSITY
GOVERNORS STATE
GROUP MEDIAN

26.6	99.3	20.5	94.9	17.3	95.6	—	—	20.3	95.8
26.8	—	21.6	—	18.1	—	16.1	—	20.1	93.9

BIG TEN UNIVERSITIES

U OF ILL URBANA CAMPUS
GROUP MEDIAN

30.4	99.3	21.5	96.8	18.1	98.9	15.2	100.0	24.9	98.8
30.5	—	22.2	—	18.3	—	15.2	—	—	—

NOTE: This data has been adjusted to reflect cost of living differences.

**COMPARISON OF 1979-80 SALARY AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS**

BAZZANI INSTITUTIONAL GROUPS

AVERAGE SALARY

INSTITUTIONS	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	ALL RANKS			
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP II								
U OF ILL URBANA CAMPUS	32.7	102.5	22.9	98.7	19.5	102.1	17.1	109.6
GROUP MEDIAN	31.9		23.2		19.1		15.6	
GROUP III								
UNIVERSITY OF CHICAGO	35.2	108.6	23.5	104.0	19.7	106.5	16.5	105.1
NORTHWESTERN UNIVERSITY	34.4	106.2	23.4	103.5	18.9	102.2	15.9	101.3
GROUP MEDIAN	32.4		22.6		18.5		15.7	
GROUP V								
NORTHERN ILL UNIVERSITY	28.3	96.9	22.8	100.0	17.7	95.7	12.3	78.8
ILLINOIS STATE UNIVERSITY	26.8	91.8	21.7	95.2	17.7	95.7	14.7	94.2
STHN ILLINOIS U CARBONDL	28.4	97.3	22.0	96.5	17.6	95.1	14.3	91.7
STHN ILLINOIS U EDWARDSVL	26.3	90.1	21.9	96.1	18.5	100.0	13.1	96.8
U OF ILL CHICAGO CIRCLE	31.1	106.5	23.0	100.9	19.5	100.0	16.0	102.6
GROUP MEDIAN	29.2		22.8		18.5		15.6	
GROUP VII								
WESTERN ILL UNIVERSITY	25.4	95.5	20.8	94.1	17.7	95.7	12.0	76.9
NTHESTN ILL UNIVERSITY	24.6	92.5	20.3	91.9	17.4	94.1	15.4	98.7
CHICAGO STATE UNIVERSITY	23.8	89.5	20.0	90.5	16.2	87.6	13.0	83.3
EASTERN ILL UNIVERSITY	25.5	95.9	20.5	92.8	16.9	91.4	13.2	84.6
GROUP MEDIAN	26.6		22.1		18.5		15.6	
GROUP VIII								
GOVERNORS STATE								21.7
SANGAMON STATE UNIVERSITY	27.3	95.9	22.0	95.7	18.5	96.4	15.2	95.2
GROUP MEDIAN	28.5		23.0		19.2		15.5	
BIG TEN UNIVERSITIES								
U OF ILL URBANA CAMPUS	32.7	99.7	22.9	97.0	19.5	100.0	17.1	107.5
GROUP MEDIAN	32.8		23.6		19.5		15.9	

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1970-71 SALARY AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

BAZZANI INSTITUTIONAL GROUPS

AVERAGE SALARY

INSTITUTIONS	AVERAGE SALARY						AEL RANKS	
	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	AMOUNT	INDEX		
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP II								
UNIV OF ILLINOIS-URBANA	20.0	102.0	14.5	100.7	11.8	100.0	9.5	104.4
GROUP MEDIAN	19.6		14.4		11.8		9.1	
GROUP V								
SO. ILL U. AT EDWARDSVILLE	17.6	100.6	14.4	103.6	12.1	106.1	8.4	104.4
UNIV OF ILLINOIS-CHICAGO CIRCLE	20.0	114.3	14.5	104.3	11.8	103.5	9.5	105.6
SO. ILL UNIV AT CARDBONDALE	18.8	107.4	14.7	105.8	12.3	107.9	9.2	102.2
NORTHERN ILLINOIS UNIV	19.0	108.6	15.3	110.1	12.0	105.3	9.5	94.4
ILLINOIS STATE UNIV.	18.2	104.0	15.1	108.6	11.9	104.4	8.7	96.7
GROUP MEDIAN	17.5		13.9		11.4		9.0	
GROUP VII								
NORTHEASTERN ILLINOIS UNIV	17.9	109.1	14.0	106.1	11.4	103.6	9.3	103.3
CHICAGO STATE UNIV.	16.8	102.4	13.2	100.0	10.5	95.5	8.3	92.2
WESTERN ILLINOIS UNIV	18.7	114.0	14.9	112.9	11.6	105.5	9.1	101.1
EASTERN ILL. UNIV	18.2	111.0	15.0	113.6	11.6	105.5	9.0	100.0
GROUP MEDIAN	16.4		13.2		11.0		9.0	
GROUP VIII								
SANGAMON STATE UNIV	19.2	102.2	15.0	106.4	12.1	109.8	14.2	193.6
GROUP MEDIAN	17.8		14.1		12.0		9.0	
BIG TEN UNIVERSITIES								
UNIV OF ILLINOIS-URBANA	20.0	102.0	14.5	100.7	11.8	98.3	9.5	102.2
GROUP MEDIAN	19.6		14.4		12.0		9.3	

**COMPARISON OF 1974-75 SALARY AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS**

BAZZANI INSTITUTIONAL GROUPS

AVERAGE SALARY

INSTITUTIONS	PROFESSOR AMOUNT INDEX	ASSOCIATE AMOUNT INDEX	ASSISTANT AMOUNT INDEX	INSTRUCTOR AMOUNT INDEX	ALL RANKS AMOUNT INDEX					
					GROUP II	GROUP III				
UNIVERSITY OF ILLINOIS-URBANA	24.0	103.9	17.0	100.0	14.2	101.4	10.4	93.7	19.1	102.1
GROUP MEDIAN	23.1		17.0		14.0		11.1			
GROUP IV										
UNIVERSITY OF CHICAGO	27.3	106.2	18.7	104.5	14.9	105.7	12.1	107.1	21.7	105.9
NORTHWESTERN UNIVERSITY	26.8	104.3	18.3	102.2	14.3	102.1	11.5	101.8	20.6	103.0
GROUP MEDIAN	25.7		17.9		14.0		11.3			
GROUP V										
SOUTHERN ILLINOIS UNIV-CARBUND	21.2	100.5	16.4	98.8	13.5	100.0	10.9	98.2	16.2	99.4
NORTHERN ILLINOIS UNIVERSITY	21.8	103.3	17.4	104.0	13.9	102.2	10.2	91.9	17.0	103.0
ILLINOIS STATE UNIVERSITY	21.1	100.0	17.2	103.6	13.8	102.2	10.6	95.5	15.9	101.3
S. ILLINOIS UNIV-AT EDWARDSVILLE	20.3	98.2	16.4	98.8	13.5	100.0	11.1	100.0	15.9	98.1
UNIV-OF ILLINOIS-CHICAGO CIRCL	23.1	109.5	17.5	105.4	14.0	103.7	11.8	106.3	17.1	106.2
GROUP MEDIAN	21.1		16.6		13.5		11.1			
GROUP VI										
WESTERN ILLINOIS UNIVERSITY	20.2	104.1	15.7	99.4	13.3	99.3	10.0	90.9	15.0	102.0
CHICAGO STATE UNIVERSITY	20.8	107.2	16.1	101.9	13.4	100.0	10.3	93.6	15.4	102.0
NORTHEASTERN ILLINOIS UNIVERSI	19.4	100.0	15.5	98.1	13.0	97.0	11.2	101.8	15.6	98.7
EASTERN ILLINOIS UNIVERSITY	19.8	102.1	16.2	102.5	12.9	96.3	10.0	90.9	15.7	100.0
GROUP MEDIAN	19.4		15.8		13.4		11.0			
GROUP VII										
GOVERNOR'S STATE UNIVERSITY									16.3	100.0
SAUGANON STATE UNIVERSITY	21.0	100.5	17.2	101.8	14.0	100.0			16.3	101.2
GROUP MEDIAN	20.9		16.9		14.0		11.9			
BIG TEN UNIVERSITIES										
UNIVERSITY OF ILLINOIS-URBANA	24.0	104.3	17.0	100.0	14.2	100.7	10.4	91.2	19.1	102.1
GROUP MEDIAN	23.0		17.0		14.1		11.4			

**COMPARISON OF 1978-79 SALARY AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS**

BAZZANI INSTITUTIONAL GROUPS

AVERAGE SALARY

INSTITUTIONS	BAZZANI INSTITUTIONAL GROUPS				AVERAGE SALARY				ALL RANKS	
	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
U OF ILL URBANA CAMPUS	30.4	104.8	21.5	101.4	18.1	104.6	15.2	107.8	24.9	104.2
GROUP MEDIAN	29.0	104.0	21.2	101.3	17.3	104.1	14.1	107.1	24.9	104.2
GROUP II										
UNIVERSITY OF CHICAGO	33.2	104.1	22.3	101.8	18.0	103.4	15.7	112.1	26.8	103.5
NORTHWESTERN UNIVERSITY	32.1	100.6	22.1	100.9	18.0	103.4	14.0	100.0	25.5	101.2
GROUP MEDIAN	31.9	102.9	21.9	101.7	17.4	103.0	14.0	109.1	26.0	103.5
GROUP V										
NORTHERN ILLINOIS UNIVERSITY	26.4	100.4	16.7	81.5	12.1	73.3	20.3	148.2	18.7	92.6
ILLINOIS STATE UNIVERSITY	25.1	95.4	20.3	99.0	16.5	103.0	13.7	100.0	19.7	98.5
STHN ILLINOIS U EDWARDSVL	24.8	94.3	20.5	100.0	17.4	105.5	13.8	100.7	20.7	98.5
STHN ILLINOIS U CARBONDL	26.7	101.5	20.6	100.5	16.3	99.8	13.3	97.1	19.9	100.0
U OF ILL CHICAGO CIRCLE	29.3	111.4	21.5	104.9	17.4	105.5	15.0	109.5	22.4	107.7
GROUP MEDIAN	26.3	101.4	20.5	101.5	16.5	103.7	13.7	100.0	19.7	98.5
GROUP VII										
WESTERN ILL UNIVERSITY	24.2	101.3	19.4	98.0	16.5	100.0	11.4	83.2	19.0	98.4
NTHESTN ILL UNIVERSITY	23.5	98.3	18.7	94.4	16.3	98.8	14.3	104.4	19.5	97.5
CHICAGO STATE UNIVERSITY	22.9	95.8	19.0	96.0	15.5	93.9	12.3	89.8	18.5	95.4
EASTERN ILLINOIS UNIVERSITY	23.8	99.6	19.4	98.0	15.4	93.3	12.2	89.1	18.9	96.9
GROUP MEDIAN	23.9	99.8	19.8	98.0	16.5	93.7	13.7	90.0	19.0	97.5
GROUP VIII										
SANGAMON STATE UNIVERSITY	26.6	108.6	20.5	105.1	17.3	106.1	15.0	103.2	20.3	105.7
GOVERNORS STATE	24.5	100.0	19.5	98.0	16.3	98.4	14.4	90.1	19.1	103.1
GROUP MEDIAN	24.5	103.5	19.5	98.0	16.3	98.4	14.4	90.1	19.1	103.1
BIG TEN UNIVERSITIES										
U OF ILL URBANA CAMPUS	30.4	103.4	21.5	99.5	18.1	101.7	15.2	104.1	24.9	102.5
GROUP MEDIAN	29.4	102.6	21.6	97.8	17.8	104.6	14.6	101.1	24.9	102.5

**COMPARISON OF 1979-80 SALARY AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS**

BAZZANI INSTITUTIONAL GROUPS

AVERAGE SALARY

INSTITUTIONS	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	ALL RANKS			
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP II								
U OF ILL URBANA CAMPUS	32.7	105.8	22.9	89.6	19.5	104.3	17.1	116.3
GROUP MEDIAN	30.9		23.0		18.7		14.7	
GROUP III								
UNIVERSITY OF CHICAGO	35.2	103.8	23.5	101.3	19.7	104.8	16.5	106.5
NORTHWESTERN UNIVERSITY	34.4	101.5	23.4	100.9	18.9	100.5	15.9	102.6
GROUP MEDIAN	33.9		23.2		18.8		15.5	
GROUP V								
NORTHERN ILL UNIVERSITY	28.3	100.0	22.8	103.2	17.7	100.0	12.3	85.4
ILLINOIS STATE UNIVERSITY	26.8	94.7	21.7	98.2	17.7	100.0	14.7	102.1
STHN ILLINOIS U CARBONOL	28.4	100.4	22.0	99.5	17.6	99.4	14.3	99.3
STHN ILLINOIS U EDWARDSVL	26.3	92.9	21.9	99.1	18.5	104.5	15.1	104.9
U OF ILL CHICAGO CIRCLE	31.1	109.9	23.0	104.1	18.5	104.5	16.0	111.1
GROUP MEDIAN	28.3		22.1		17.7		14.4	
GROUP VII								
WESTERN ILL UNIVERSITY	25.4	100.0	20.8	98.1	17.7	99.4	12.0	81.6
NTHESTM ILL UNIVERSITY	24.6	96.9	20.3	95.8	17.4	97.8	15.4	104.8
CHICAGO STATE UNIVERSITY	23.8	93.7	20.0	94.3	16.2	91.0	13.0	88.4
EASTERN ILL UNIVERSITY	25.5	100.4	20.5	96.7	16.9	94.9	13.2	89.8
GROUP MEDIAN	25.4		21.2		17.8		14.7	
GROUP VIII								
GOVERNORS STATE								21.7
SANGAMON STATE UNIVERSITY	27.3	107.1	22.0	106.8	18.5	108.2		104.8
GROUP MEDIAN	25.5		20.6		17.1		14.5	21.5
BIG TEN UNIVERSITIES								
U OF ILL URBANA CAMPUS	32.7	103.5	22.9	99.1	19.5	103.7	17.1	111.0
GROUP MEDIAN	31.6		23.1		18.8		15.4	26.7
								102.3

APPENDIX B

DETAILED COMPENSATION AND SALARY DATA FOR
ILLINOIS NON-PUBLIC COLLEGES AND UNIVERSITIES

Table B-1 All Rank Average Compensation By Institution

Table B-2 All Rank Average Compensation As A Percentage
Of 1980 Comparison Group Median

Table B-3 Institutional Average Compensation Detail

Table B-4 All Rank Average Salary As A Percentage Of
1980 Comparison Group Median

Table B-5 Institutional Average Salary Detail

TABLE B-1

ALL RANK AVERAGE COMPENSATION BY INSTITUTION
FY1971 AND FY1980

(dollars in thousands)

	<u>FY1971</u>	<u>FY1980</u>
Augustana College	\$ 12.9	\$ 22.4
Barat College	13.5	18.9
Bradley University	15.2	23.7
College of St. Francis	11.1	17.9
DePaul University	14.8	26.8
Elmhurst College	13.2	21.3
Eureka College	12.0	18.0
George Williams College	14.2	20.3
Greenville College	11.3	19.0
Illinois College	13.2	20.3
Illinois Institute of Technology	16.4	27.6
Illinois Wesleyan University	13.0	22.3
Knox College	17.8	24.1
Lake Forest College	16.8	25.3
Loyis University	11.7	21.4
MacMurray College	13.5	19.9
Millikin University	12.6	19.6
Monmouth College	15.5	27.3
North Central College	10.7	21.1
Northwestern University	21.5	32.1
Quincy College	12.5	19.8
Roosevelt University	15.6	23.7
Rosary College	10.7	18.9
University of Chicago	17.9	34.3
Wheaton College	13.1	22.5
Average	<u>\$ 14.0</u>	<u>\$ 22.3</u>
Percentage Increase FY1971 to FY1980		<u>59.3%</u>

NOTE: Only those institutions which reported data for both FY1971 and FY1980 are included in this table. The 1980 full-time faculty headcount was used to determine the FY1971 all rank average compensation.

TABLE B-2

ALL RANK* AVERAGE COMPENSATION AS A PERCENTAGE OF 1980 COMPARISON GROUP MEDIAN

	FY1975		FY1979		FY1980	
	Adjusted For Cost Of Living	Unadjusted For Cost Of Living	Adjusted For Cost Of Living	Unadjusted For Cost Of Living	Adjusted For Cost Of Living	Unadjusted For Cost Of Living
<u>Cluster Group 21</u>						
Mundelein College	NR	NR	90.1%	96.6%	88.3%	94.8%
St. Xavier College	99.3	105.7	99.0	106.7	98.1	105.2
<u>Cluster Group 22</u>						
Eureka College	97.3	108.3	92.1	101.2	94.2	103.4
Trinity College	NR	NR	101.2	111.0	104.0	113.6
<u>Cluster Group 23</u>						
Illinois Benedictine College	102.1	105.8	100.0	103.3	93.1	97.9
Judson College	NR	NR	105.6	107.6	101.1	105.4
<u>Cluster Group 24</u>						
Elmhurst College	97.6	97.0	102.5	102.5	100.9	130.9
Illinois Wesleyan University	101.8	101.8	105.0	106.9	102.8	102.8
Augustana College	103.7	103.7	103.5	105.0	105.2	105.2
<u>Cluster Group 25</u>						
Lake Forest College	112.2	117.9	119.6	125.9	117.1	125.9
Barat College	90.2	98.7	87.5	91.5	82.9	89.2
Principia College	NR	NR	96.5	101.0	88.1	105.6
<u>Cluster Group 26</u>						
Millikin University	106.9	116.3	103.3	112.6	100.0	110.0
Greenville College	78.8	86.5	NR	NR	NR	NR
Monmouth College	109.6	119.6	104.0	113.5	99.0	110.1
MacMurray College	103.2	112.6	99.5	108.4	101.5	111.8
<u>Cluster Group 27</u>						
North Park College	NR	NR	NR	NR	NR	NR
McKendree College	NR	NR	95.5	103.0	91.1	100.0
Aurora College	NR	NR	87.3	94.8	89.5	97.8
North Central College	92.5	99.3	100.5	109.4	101.0	109.9
Illinois College	92.3	99.4	94.2	102.6	95.8	105.2
Sidney College	92.0	98.7	93.5	102.2	93.0	102.1
Trinity Christian College	NR	NR	NR	NR	NR	NR
<u>Cluster Group 28</u>						
Olivet Nazarene College	NR	NR	90.0	96.7	91.9	96.8
<u>Cluster Group 29</u>						
Bradley University	102.8	104.0	97.8	98.7	96.0	96.3
<u>Cluster Group 30</u>						
Illinois Institute of Technology	111.2	113.7	112.4	117.6	116.9	120.0

TABLE B-2 (Continued)

	FY1975		FY1979		FY1980	
	Adjusted For Cost Of Living	Unadjusted For Cost Of Living	Adjusted For Cost Of Living	Unadjusted For Cost Of Living	Adjusted For Cost Of Living	Unadjusted For Cost Of Living
Cluster Group 30 (Continued)						
George Williams College	95.82	96.92	91.02	95.52	92.72	95.82
Cluster Group 34						
Wheaton College	84.5	86.2	90.7	91.9	87.9	92.2
Cluster Group 35						
Knox College	95.8	97.3	97.0	98.3	94.5	98.0
Cluster Group 37						
Roosevelt University	105.7	102.8	105.6	101.8	102.2	100.0
Lewis University	103.8	101.2	NR	NR	NR	NR
Cluster Group 39						
Loyola University-Chicago	96.2	97.3	95.9	99.6	93.6	97.6
DePaul University	100.5	101.6	101.2	105.0	99.3	103.5
Cluster Group 40						
College of St. Francis	NR	NR	92.0	98.3	91.3	96.8
Cluster Group 41						
Rosary College	109.6	107.2	102.9	100.0	106.8	100.5
Cluster Group 45						
Northwestern University	102.9	98.4	98.7	95.3	96.1	95.0
University of Chicago	102.5	102.8	104.5	100.9	101.8	100.6
Average	99.82	102.92	98.72	103.32	97.72	102.72

* For FY1975 and FY1979, the FY1980 faculty mix was used to calculate all rank average compensation and median.

NR = No Report

B-3 Tables

Institutional Average Compensation Detail

For historical years (1971, 1975, and 1979), the all rank average compensation data and all rank indices are not the same as data presented in the summary tables due to differences in the faculty rank composition from year-to-year. The over time comparison tables use the mix of full-time faculty among ranks in FY1980 to calculate all rank averages for all year.

COMPARISON OF 1974-75 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE COMPENSATION

INSTITUTIONS	PROFESSOR AMOUNT INDEX	ASSOCIATE AMOUNT INDEX	ASSISTANT AMOUNT INDEX	INSTRUCTOR AMOUNT INDEX	ALL RANKS	
					INSTITUTE	AMOUNT INDEX
GROUP 21						
SAINIT XAVIER COLLEGE			16.8 100.6	13.5 96.4	11.8 102.6	14.2 100.0
GROUP MEDIAN	20.2	16.7		14.0		11.5
GROUP 22						
TRINITY COLLEGE						
EUREKA COLLEGE	17.5 93.1	14.0 97.9	12.9 100.0			
GROUP MEDIAN	18.8	14.3	12.9		10.6	
GROUP 23						
ILLINOIS BENEDICTINE COLLEGE			16.7 106.4	12.3 96.1	10.6 95.5	13.7 100.7
GROUP MEDIAN	20.2	15.7	12.8		11.1	
GROUP 24						
ELMHURST COLLEGE	20.4 98.1	16.4 94.8	14.2 99.3			
ILLINOIS WESLEYAN UNIVERSITY	21.8 104.8	17.8 101.7	14.4 100.7	12.1 100.8	16.8 101.8	
AUGUSTANA COLLEGE	22.4 107.7	17.8 102.9	14.6 102.1	12.5 104.2	17.0 104.3	
GROUP MEDIAN	20.8	17.3	14.3		12.0	
GROUP 25						
BARAT COLLEGE	17.9 84.0	15.9 94.1	12.8 92.1			
LAKE FOREST COLLEGE	26.0 123.2	19.5 115.4	13.9 109.0	11.6 100.0	19.9 113.2	
GROUP MEDIAN	21.1	16.9	13.9		11.6	
GROUP 26						
MONMOUTH COLLEGE	20.4 113.3	16.7 108.4	14.0 102.9	12.5 104.2	16.0 107.4	
MILLIKIN UNIVERSITY	21.1 117.2	17.0 110.4	13.9 102.2	11.3 91.7	15.6 106.2	
MACMURRAY COLLEGE	19.3 107.2	16.4 106.5	13.2 97.1			
GREENVILLE COLLEGE	13.9 77.2	12.6 81.8	10.6 77.9			
GROUP MEDIAN	18.0	15.4	13.6		12.0	

NOTE: This data has been adjusted to reflect cost of living differences.

**COMPARISON OF 1974-75 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS**

CLUSTER ANALYSIS GROUPS

AVERAGE COMPENSATION

INSTITUTIONS	CLUSTER ANALYSIS GROUPS					AVERAGE COMPENSATION	
	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	ALL RANKS	AMOUNT	INDEX
GROUP 27							
ILLINOIS COLLEGE	18.3	92.9	14.9	92.5	12.5	87.9	15.2 92.7
NORTH CENTRAL COLLEGE	17.9	90.9	15.2	94.4	12.9	92.8	14.9 92.5
QUINCY COLLEGE	16.9	85.8	15.1	93.8	13.3	95.7	14.4 92.9
GROUP MEDIAN	19.7		15.1		13.9		12.3

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1974-75 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE COMPENSATION

INSTITUTIONS

	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	ALL RANKS
	AMOUNT INDEX				

GROUP 29

BRADLEY UNIVERSITY

22.3	101.4	18.0	101.1	15.8	105.3	13.4	110.7	18.1	102.9
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GROUP MEDIAN

22.0		17.8		15.0		12.1			
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GROUP 30

GEORGE WILLIAMS COLLEGE

22.2	98.7	17.5	99.4	13.3	92.4				
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ILLINOIS INSTITUTE OF TECHNOLOGY

25.4	112.9	19.5	110.8	15.9	110.4	12.5	100.0	19.5	110.8
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GROUP MEDIAN

22.5		17.6		14.4		12.5			
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GROUP 34

MELTON COLLEGE

18.9	78.8	15.8	85.9	14.8	92.6				
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GROUP MEDIAN

24.0		18.4		14.9		12.5			
------	--	------	--	------	--	------	--	--	--

GROUP 35

KNOX COLLEGE

22.4	97.4	16.7	92.8	14.4	96.0	13.0	104.0	17.4	96.1
------	------	------	------	------	------	------	-------	------	------

GROUP MEDIAN

23.0		18.0		15.0		12.5			
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GROUP 37

LEWIS UNIVERSITY

20.9	100.5	17.2	102.4	14.8	104.2	13.4	109.8	15.9	103.9
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ROOSEVELT UNIVERSITY

21.8	104.8	18.1	107.7	15.5	109.2	11.3	92.6	18.2	106.4
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GROUP MEDIAN

20.8		16.0		14.2		12.2			
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GROUP 39

LOYOLA UNIVERSITY

22.2	89.9	18.5	96.9	15.6	100.0	13.2	103.9	17.4	96.7
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DE PAUL UNIVERSITY

24.2	98.0	19.3	101.0	16.0	102.6	13.4	105.5	18.6	101.1
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GROUP MEDIAN

24.7		19.1		15.6		12.7			
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GROUP 41

ROSARY COLLEGE

16.4	108.6	13.9	111.2	11.9	110.2	14.1	109.3		
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GROUP MEDIAN

15.0		15.1		12.5		10.8			
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* Data has been adjusted to reflect cost of living differences.

**COMPARISON OF 1974-75 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED, COMPARABLE INSTITUTIONS**

CLUSTER ANALYSIS GROUPS

AVERAGE COMPENSATION

INSTITUTIONS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 45										
NORTHWESTERN UNIVERSITY	30.5	102.3	21.0	104.0	16.6	103.1	13.5	100.0	23.6	102.6
UNIVERSITY OF CHICAGO	31.9	107.0	21.9	108.4	17.3	107.5	14.2	105.2	25.3	107.2
GROUP MEDIAN	29.8		20.2		16.1		13.5			

NOTE: This data has been adjusted to reflect cost of living differences.

**COMPARISON OF 1978-79 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS**

CLUSTER ANALYSIS GROUPS

AVERAGE COMPENSATION

INSTITUTIONS	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	ALL RANKS			
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 21								
SAIN T XAVIER COLLEGE	23.9	97.2	21.1	101.4	16.9	97.7	14.4	98.0
MUNDELEIN COLLEGE	23.8	96.7	18.2	87.5	15.3	88.4	13.4	91.2
GROUP MEDIAN	24.6	98.0	20.8	101.4	17.3	97.7	14.7	99.5
GROUP 22								
EUREKA COLLEGE	19.1	89.7	17.1	98.4	14.9	98.7	13.4	16.4
TRINITY COLLEGE	19.2	90.1	18.3	98.4	16.5	103.8	13.4	17.5
GROUP MEDIAN	19.3	89.7	18.6	98.4	15.9	98.7	13.4	17.5
GROUP 23								
ILL BENEDEICTINE COLLEGE	23.0	99.6	19.2	100.0	15.9	99.4	13.4	19.7
JUDSON COLLEGE	23.0	99.6	19.2	100.0	16.9	105.6	13.4	16.9
GROUP MEDIAN	23.9	99.6	19.2	100.0	16.0	103.0	13.4	19.5
GROUP 24								
ELMHURST COLLEGE	26.4	99.6	22.1	102.3	18.2	101.7	15.3	99.3
ILL WESLEYAN UNIVERSITY	28.9	109.1	23.0	106.5	18.0	100.4	15.5	102.6
AUGUSTANA COLLEGE	28.3	106.8	22.6	104.6	18.0	100.6	15.5	102.6
GROUP MEDIAN	26.5	99.6	21.6	101.7	17.9	101.1	15.1	101.4
GROUP 25								
BARAT COLLEGE	21.3	83.9	17.6	88.4	15.5	90.6	13.4	18.3
LAKE FOREST COLLEGE	33.2	130.7	25.5	128.1	18.1	105.8	15.2	119.7
PRINCIPIA COLLEGE	25.6	100.8	18.9	95.0	16.2	94.7	14.1	19.5
GROUP MEDIAN	25.4	99.6	19.9	101.7	17.1	101.1	14.1	100.5
GROUP 26								
MONMOUTH COLLEGE	23.3	102.6	20.4	105.7	17.1	103.0	14.1	20.7
MILLIKIN UNIVERSITY	25.5	112.3	20.3	105.2	16.1	97.0	14.1	18.7
MACMURRAY COLLEGE	22.9	100.4	19.9	103.1	17.0	102.4	12.7	18.2
GROUP MEDIAN	22.7	100.4	19.3	103.1	16.8	101.6	14.1	19.5

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NOTE: This data has been adjusted to reflect cost of living differences.

**COMPARISON OF 1978-79 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS**

CLUSTER ANALYSIS GROUPS

AVERAGE COMPENSATION

INSTITUTIONS

	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	ALL RANKS			
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 27:								
MCKENDREE COLLEGE	21.5	90.3			16.6	97.1	14.0	99.3
QUINCY COLLEGE	21.2	89.1	18.8	94.0	16.6	97.1		18.5
NORTH CENTRAL COLLEGE	23.0	96.6	21.3	106.5	17.1	100.0		19.4
ILLINOIS COLLEGE	22.9	96.2	19.1	95.5	14.4	84.2		19.4
AURORA COLLEGE			17.4	87.0	15.0	87.7		16.4
TRINITY CHRISTIAN COLLEGE								87.7
GROUP MEDIAN	23.8		20.0		17.1		14.1	

NOTE: This data has been adjusted to reflect cost of living differences.

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**COMPARISON OF 1978-79 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS**

CLUSTER ANALYSIS GROUPS

AVERAGE COMPENSATION

INSTITUTIONS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 28										
OLIVET NAZARENE COLLEGE	20.4	81.9	19.0	92.2	16.0	94.1			17.6	90.7
GROUP MEDIAN	24.9		20.6		17.0		14.0			
GROUP 29										
BRADLEY UNIVERSITY	27.3	99.3	22.7	96.6	18.8	96.4	14.9	99.3	22.5	97.9
GROUP MEDIAN	27.5		23.5		19.5		15.0			
GROUP 30										
GEORGE WILLIAMS COLLEGE	26.2	94.2	20.2	90.2	16.7	89.8			19.8	90.8
ILLINOIS INST TECHNOLOGY	33.2	119.4	25.4	113.4	19.1	102.7	15.4	100.7	25.2	112.5
GROUP MEDIAN	27.8		22.4		18.6		15.3			
GROUP 34										
WHEATON COLLEGE	25.2	86.0	21.1	92.5	17.5	97.8			21.7	90.9
GROUP MEDIAN	29.3		22.8		17.9		15.6			
GROUP 35										
KNOX COLLEGE	28.5	99.3	22.0	96.5	16.5	92.7			22.8	97.9
GROUP MEDIAN	28.7		22.8		17.8		15.1			
GROUP 37										
ROOSEVELT UNIVERSITY	26.4	104.9	22.3	107.2	18.9	108.0	14.3	100.0	22.5	106.1
GROUP MEDIAN	25.2		20.8		17.5		14.3			
GROUP 39										
LOYOLA U OF CHICAGO	29.7	91.4	24.1	94.9	20.3	100.0	15.0	98.8	23.0	95.8
DEPAUL UNIVERSITY	31.9	98.2	25.7	101.2	21.0	103.4	17.6	110.0	25.2	101.2
GROUP MEDIAN	32.5		25.4		20.3		16.0			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1978-79 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE COMPENSATION

INSTITUTIONS	AVERAGE COMPENSATION					ALL RANKS
	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR		
	AMOUNT INDEX	AMOUNT INDEX	AMOUNT INDEX	AMOUNT INDEX	AMOUNT INDEX	AMOUNT INDEX
GROUP 40						
COLLEGE OF SAINT FRANCIS	20.8	97.7	15.9	89.3	17.4	92.1
GROUP MEDIAN	21.3	21.3	17.8	14.7		

NOTE: This data has been adjusted to reflect cost of living differences.

**COMPARISON OF 1978-79 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS**

CLUSTER ANALYSIS GROUPS

AVERAGE COMPENSATION

INSTITUTIONS	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	ALL RANKS	
	AMOUNT INDEX					
GROUP 41						
ROSARY COLLEGE	20.2	105.8	15.9	100.6		17.5 102.9
GROUP MEDIAN	23.0	19.1	15.8	13.7		
GROUP 45						
NORTHWESTERN UNIVERSITY	37.3	97.9	26.0	100.8	20.8	89.3 29.7 98.7
UNIVERSITY OF CHICAGO	39.9	104.7	26.0	103.9	21.7	104.3 18.8 106.2 32.3 104.9
GROUP MEDIAN	38.1	25.9	20.8	17.7		

NOTE: This data has been adjusted to reflect cost of living differences.

**CMPARISON OF 1979-80 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS**

CLUSTER ANALYSIS GROUPS

AVERAGE COMPENSATION

INSTITUTIONS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 21										
SAIN T XAVIER COLLEGE	26.1	97.8	22.2	99.1	18.0	97.3	15.0	96.2	22.4	99.1
MUNDELEIN COLLEGE	25.0	93.6	19.6	87.5	15.7	84.9	14.7	94.2	18.1	88.3
GROUP MEDIAN	26.7		22.4		18.5		15.6			
GROUP 22										
EUREKA COLLEGE	21.1	90.6	17.9	91.8	16.4	98.9			18.0	94.2
TRINITY COLLEGE			20.1	103.1	17.3	104.2			18.4	104.0
GROUP MEDIAN	23.3		19.5		16.6		14.4			
GROUP 23										
ILL BENEDEICTINE COLLEGE	23.6	92.9	18.8	92.2	16.4	94.3			19.0	93.1
JUDSON COLLEGE					17.6	101.1			17.6	101.1
GROUP MEDIAN	25.4		20.4		17.4		14.4			
GROUP 24										
ELMAURST COLLEGE	27.8	100.0	23.4	101.7	18.9	100.5	16.0	100.0	21.3	100.9
ILL WESLEYAN UNIVERSITY	29.2	105.0	23.8	103.5	18.7	99.5	16.3	101.9	22.3	102.9
AUGUSTANA COLLEGE	30.3	109.0	24.2	105.2	19.3	102.7	16.1	100.6	22.4	105.2
GROUP MEDIAN	27.8		23.0		18.8		16.0			
GROUP 25										
BARAT COLLEGE	22.4	80.6	17.6	79.6	16.9	92.9			19.9	82.9
LAKE FOREST COLLEGE	35.3	127.0	26.9	121.7	19.3	106.0	16.6	105.7	25.3	117.1
PRINCIPIA COLLEGE	28.3	101.8	22.1	100.0	17.5	96.2	13.7	87.3	20.7	99.1
GROUP MEDIAN	27.8		22.1		18.2		15.7			
GROUP 26										
MONMOUTH COLLEGE	24.7	100.8	21.0	101.0	17.3	96.6	13.7	89.0	20.8	99.0
HILLIKIN UNIVERSITY	25.4	107.8	21.8	104.8	16.5	92.2	14.2	92.2	19.6	100.0
MACKINRAY COLLEGE	24.7	101.6	21.7	104.3	17.9	100.0	15.3	99.4	19.9	101.5
GROUP MEDIAN	24.5		20.8		17.9		15.4			

**COMPARISON OF 1979-80 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS.**

CLUSTER ANALYSIS GROUPS

AVERAGE COMPENSATION

INSTITUTIONS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS		
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	
GROUP 27											
HICKENDREE COLLEGE	21.8	86.2			16.9	93.9	14.7	93.6	17.4	91.1	
WINTON COLLEGE	LF	22.3	88.1	19.8	93.0	17.5	97.2		19.8	93.0	
NORTH CENTRAL COLLEGE		25.3	100.0	22.4	105.2	17.9	99.4		21.1	101.9	
ILLINOIS COLLEGE		24.8	95.3	21.5	100.9	15.8	87.8	13.1	83.4	20.3	95.8
AURORA COLLEGE				18.9	88.7	16.4	91.1			17.9	89.5
TRINITY CHRISTIAN COLLEGE											
GROUP MEDIAN		25.3		21.3		18.0		15.7			

NOTE: This data has been adjusted to reflect cost of living differences.

**COMPARISON OF 1979-80 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS**

CLUSTER ANALYSIS GROUPS

AVERAGE COMPENSATION

INSTITUTIONS	CLUSTER ANALYSIS GROUPS						AVERAGE COMPENSATION			
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 28										
OLIVET NAZARENE COLLEGE	22.4	88.9	19.8	91.7	16.9	93.0	14.2	92.8	10.2	91.9
GROUP MEDIAN	25.2		21.6		18.0		15.3			
GROUP 29										
BRADLEY UNIVERSITY	29.1	99.3	23.9	94.1	19.5	92.9	15.6	98.1	23.7	96.0
GROUP MEDIAN	29.3		25.4		21.0		15.7			
GROUP 30										
GEORGE WILLIAMS COLLEGE	20.0	94.2	21.0	90.1	18.0	93.8	14.3	92.3	20.3	92.7
ILLINOIS INST TECHNOLOGY	35.6	120.7	28.0	120.2	20.8	108.3	15.3	98.1	27.6	116.9
GROUP MEDIAN	29.5		23.3		19.2		15.5			
GROUP 34										
WHEATON COLLEGE	26.8	84.8	22.0	88.4	17.5	92.1	14.3	92.1	22.5	87.9
GROUP MEDIAN	31.6		24.9		19.0		16.5			
GROUP 35										
KNOX COLLEGE	30.0	97.1	22.9	93.1	17.3	91.5	14.1	94.5	24.1	94.5
GROUP MEDIAN	30.9		24.6		18.9		15.6			
GROUP 37										
ROOSEVELT UNIVERSITY	27.9	101.5	23.2	105.1	19.6	103.7	14.3	93.5	23.7	102.2
GROUP MEDIAN	27.5		22.5		18.9		15.3			
GROUP 39										
LOYOLA U OF CHICAGO	31.9	86.2	25.8	93.5	21.6	101.0	17.1	100.6	24.4	93.6
DEPAUL UNIVERSITY	34.5	93.2	27.5	99.6	22.4	103.7	19.2	103.4	26.0	99.3
GROUP MEDIAN	37.0		27.6		21.6		17.5			

NOTE: This data has been adjusted to reflect cost of living differences.

**COMPARISON OF 1979-80 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS**

CLUSTER ANALYSIS GROUPS

AVERAGE COMPENSATION

INSTITUTIONS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 40										
COLLEGE OF SAINT FRANCIS	22.0	83.3			17.3	92.5	15.3	98.7	17.0	91.3
GROUP MEDIAN	26.4		22.6		18.7		15.5			

NOTE: This data has been adjusted to reflect cost of living differences.

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**COMPARISON OF 1979-80 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS**

CLUSTER ANALYSIS GROUPS

AVERAGE COMPENSATION

INSTITUTIONS	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	ALL RANKS
	AMOUNT INDEX				
GROUP 41					
ROSARY COLLEGE	21.3	104.9	17.1	102.4	18.9
GROUP MEDIAN	24.6	20.3	16.7	14.0	
GROUP 45					
NORTHWESTERN UNIVERSITY	40.1	94.8	27.5	98.6	21.7
UNIVERSITY OF CHICAGO	42.5	100.5	28.4	101.8	23.7
GROUP MEDIAN	42.3	27.9	21.9	19.2	

NOTE: This data has been adjusted to reflect cost of living differences.

**COMPARISON OF 1974-75 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS**

CLUSTER ANALYSIS GROUPS

AVERAGE COMPENSATION

INSTITUTIONS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS			
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX		
GROUP 21												
SAIN T XAVIER COLLEGE					16.8	108.4	13.5	101.5	11.8	109.3	14.2	106.0
GROUP MEDIAN	19.2				15.5		13.3		10.9			
GROUP 22												
TRINITY COLLEGE					17.6	107.4	14.0	107.7	12.9	108.4		
EUREKA COLLEGE					16.3		13.0		11.9		14.4	108.3
GROUP MEDIAN	16.3				13.0		11.9		9.8			
GROUP 23												
ILLINOIS BENEDICTINE COLLEGE					16.7	112.1	12.3	98.4	10.6	98.1	13.7	104.6
GROUP MEDIAN	18.7				14.9		12.5		10.8			
GROUP 24												
ELMHURST COLLEGE	20.4	95.8	16.4	95.9	14.2	99.3			16.1	97.6		
ILLINOIS WESLEYAN UNIVERSITY	21.0	102.3	17.6	102.9	14.4	107.7	12.1	100.0	16.8	101.9		
AUGUSTANA COLLEGE	22.4	105.2	17.8	104.1	14.6	102.1	12.5	103.3	17.0	103.7		
GROUP MEDIAN	21.3		17.1		14.3		12.1					
GROUP 25												
SARAT COLLEGE	17.9	92.5	15.9	100.0	12.8	97.0			14.7	96.1		
LAKE FOREST COLLEGE	26.0	130.0	19.5	122.6	13.9	105.3	11.6	103.6	18.9	119.6		
GROUP MEDIAN	20.0		15.9		13.2		11.2					
GROUP 26												
MONMOUTH COLLEGE	20.4	124.4	16.7	117.6	14.0	112.7	12.5	113.6	16.0	117.6		
MILLIKIN UNIVERSITY	21.1	129.7	17.0	119.7	13.9	112.1	11.0	100.0	15.4	115.8		
MACMURRAY COLLEGE	19.3	117.7	16.4	115.5	13.2	106.5			16.2	113.3		
GREENVILLE COLLEGE	13.9	84.8	12.6	88.7	10.6	85.5			12.4	86.1		
GROUP MEDIAN	16.4		14.2		12.4		11.0					

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**COMPARISON OF 1974-75 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS**

CLUSTER ANALYSIS GROUPS

AVERAGE COMPENSATION

INSTITUTIONS	CLUSTER ANALYSIS GROUPS		AVERAGE COMPENSATION		ALL RANKS
	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	
	AMOUNT INDEX	AMOUNT INDEX	AMOUNT INDEX	AMOUNT INDEX	AMOUNT INDEX
GROUP 27					
ILLINOIS COLLEGE	18.3	100.5	14.9	98.7	12.5 96.9
NORTH CENTRAL COLLEGE	17.9	98.4	15.2	100.7	12.9 100.0
QUINCY COLLEGE	16.9	92.9	15.8	100.0	13.3 103.1
GROUP MEDIAN	18.2		15.1		12.9
					11.8

COMPARISON OF 1974-75 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE COMPENSATION

INSTITUTIONS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 29										
BRADLEY UNIVERSITY	22.3	101.0	18.0	102.3	15.8	107.5	13.4	116.5	18.1	104.6
GROUP MEDIAN	21.9		17.6		14.7		11.5			
GROUP 30										
GEORGE WILLIAMS COLLEGE	22.2	102.3	17.5	101.2	13.3	92.4			15.2	97.0
ILLINOIS INSTITUTE OF TECHNOLOGY	25.4	117.1	19.5	112.7	15.9	110.4	12.5	105.9	19.5	113.4
GROUP MEDIAN	21.7		17.3		14.4		11.8			
GROUP 34										
WHEATON COLLEGE	18.9	80.8	15.8	87.3	13.0	85.2			16.1	86.6
GROUP MEDIAN	23.4		18.1		14.5		12.3			
GROUP 35										
KNOX COLLEGE	22.4	98.7	16.7	93.8	14.4	99.3	13.0	111.1	17.4	99.3
GROUP MEDIAN	22.7		17.8		14.5		11.7			
GROUP 37										
LEWIS UNIVERSITY	20.9	97.2	17.2	100.0	14.9	102.8	13.4	107.2	15.3	101.2
ROOSEVELT UNIVERSITY	21.8	101.4	18.1	105.2	15.8	107.6	11.3	90.4	18.2	103.4
GROUP MEDIAN	21.5		17.2		14.4		12.5			
GROUP 39										
LOYOLA UNIVERSITY	22.2	90.6	18.5	98.4	15.6	109.0	13.2	107.3	17.4	97.2
DE PAUL UNIVERSITY	24.2	98.9	19.3	102.7	16.0	102.6	13.4	108.9	18.6	101.6
GROUP MEDIAN	24.5		18.8		15.6		12.3			
GROUP 41										
ROSARY COLLEGE	16.6		105.5		13.9		108.6		11.9	
GROUP MEDIAN	15.7		15.4		12.8		11.0			

COMPARISON OF 1974-75 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE COMPENSATION

INSTITUTIONS

	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	ALL RANKS	
	AMOUNT INDEX					
GROUP 45						
NORTHWESTERN UNIVERSITY	30.5	97.8	21.0	99.5	16.6	99.4
UNIVERSITY OF CHICAGO	31.9	102.2	21.9	103.8	17.3	103.6
GROUP MEDIAN	31.2		21.1		16.7	
					13.5	

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**COMPARISON OF 1978-79 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS**

CLUSTER ANALYSIS GROUPS

AVERAGE COMPENSATION

INSTITUTIONS	CLUSTER ANALYSIS GROUPS				ALL RANKS	
	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR		
	AMOUNT INDEX	AMOUNT INDEX	AMOUNT INDEX	AMOUNT INDEX	AMOUNT INDEX	
GROUP 21						
SAIN T XAVIER COLLEGE	23.9	103.0	21.1	109.3	16.9	105.0
MUNDREN COLLEGE	23.8	102.6	18.2	94.3	15.3	95.0
GROUP MEDIAN	23.2	102.3	-	16.1	-	13.4
GROUP 22						
EUREKA COLLEGE	19.1	99.5	-	-	14.9	102.1
TRINITY COLLEGE	-	-	18.3	108.9	16.5	113.0
GROUP MEDIAN	19.2	99.8	-	14.6	-	12.2
GROUP 23						
BENEDICTINE COLLEGE	23.8	104.0	19.2	103.2	15.9	101.3
JUDSON COLLEGE	-	-	-	-	16.9	107.6
GROUP MEDIAN	22.7	104.6	18.6	103.2	15.7	12.7
GROUP 24						
ELMHURST COLLEGE	26.4	102.0	22.1	103.7	18.2	103.6
ILL WESLEYAN UNIVERSITY	28.9	109.5	23.0	108.0	18.0	102.3
AUGUSTANA COLLEGE	28.3	107.2	22.6	106.1	18.8	102.3
GROUP MEDIAN	26.4	107.3	21.3	106.6	17.6	14.5
GROUP 25						
VALPARAISO COLLEGE	21.3	88.8	18.6	91.3	15.5	95.7
FOREST COLLEGE	23.2	138.3	25.9	132.9	18.0	111.7
ALBION COLLEGE	25.6	106.7	18.0	98.4	16.2	100.9
GROUP MEDIAN	24.0	113.0	19.2	114.2	16.2	106.6
GROUP 26						
WORTH COLLEGE	23.3	112.0	20.4	114.6	17.0	113.2
ASHTON UNIVERSITY	25.5	122.6	20.3	114.0	16.4	106.6
MURRAY COLLEGE	22.9	109.6	19.0	111.3	17.0	112.6
GROUP MEDIAN	20.0	113.0	17.8	114.1	15.1	112.2

**COMPARISON OF 1978-79 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS**

CLUSTER ANALYSIS GROUPS

AVERAGE COMPENSATION

INSTITUTIONS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 27										
MCKENZIE COLLEGE	21.5	99.1			16.6	105.1	14.0	105.3	16.7	101.7
QUINCY COLLEGE	21.2	97.7	18.8	102.2	16.6	105.1			18.5	101.6
NORTH CENTRAL COLLEGE	23.0	106.0	21.3	115.8	17.1	108.2			19.4	109.0
ILLINOIS COLLEGE	22.9	105.5	19.1	103.8	14.4	91.1			19.4	102.6
AURORA COLLEGE			17.4	94.6	15.0	94.9			16.4	94.3
TRINITY CHRISTIAN COLLEGE										
GROUP MEDIAN	21.7		18.4		15.8		13.3			

**COMPARISON OF 1978-79 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS**

CLUSTER ANALYSIS GROUPS

AVERAGE COMPENSATION

INSTITUTIONS	CLUSTER ANALYSIS GROUPS						AVERAGE COMPENSATION		
	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	ALL RANKS	AMOUNT INDEX	AMOUNT INDEX	AMOUNT INDEX	AMOUNT INDEX
OLIVET NAZARENE COLLEGE	20.4	92.3	19.0	96.9	16.0	99.4			
GROUP MEDIAN	22.1		19.6		16.1		13.7		
BRADLEY UNIVERSITY	27.3	96.5	22.7	100.4	18.8	103.0	14.9	98.0	22.5
GROUP MEDIAN	28.3		22.6		18.8		15.2		98.7
GEORGE WILLIAMS COLLEGE	26.2	96.7	20.2	94.4	16.7	95.4			
ILLINOIS INST. TECHNOLOGY	33.2	122.5	25.4	118.7	19.1	109.1	15.4	107.7	25.2
GROUP MEDIAN	27.1		21.4		17.5		14.3		95.4
WHEATON COLLEGE	25.2	89.7	21.1	95.5	17.5	100.0			
GROUP MEDIAN	28.1		22.1		17.5		15.3		93.9
KNOX COLLEGE	28.5	100.7	22.0	97.3	16.5	93.9			
GROUP MEDIAN	28.3		22.6		17.6		15.0		97.1
ROOSEVELT UNIVERSITY	26.4	100.8	22.3	102.8	18.9	105.0	14.3	100.0	22.5
GROUP MEDIAN	26.2		21.7		18.0		14.3		102.3
LOYOLA U OF CHICAGO	29.7	94.3	24.1	99.6	20.3	103.6	15.8	99.4	23.0
DEPAUL UNIVERSITY	31.9	101.3	25.7	106.2	21.0	107.4	17.5	100.7	25.2
GROUP MEDIAN	31.5		24.2		19.6		15.9		105.0

COMPARISON OF 1978-79 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE COMPENSATION

INSTITUTIONS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 40										
COLLEGE OF SAINT FRANCIS	20.8	100.0			15.9	97.5			17.4	98.1
GROUP MEDIAN	20.8	100.0			16.3	100.0			13.4	

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**COMPARISON OF 1978-79 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS**

CLUSTER ANALYSIS GROUPS

AVERAGE COMPENSATION

INSTITUTIONS	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	ALL RANKS			
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 41								
ROSARY COLLEGE			20.2	102.0	15.9	98.1		
GROUP MEDIAN	24.1		19.8		16.2		14.3	
GROUP 45								
NORTHWESTERN UNIVERSITY	37.3	94.2	26.0	97.4	20.8	97.2	15.8	87.8
UNIVERSITY OF CHICAGO	39.2	100.8	26.8	100.4	21.7	101.4	18.8	104.4
GROUP MEDIAN	39.6		26.7		21.4		18.0	

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COMPARISON OF 1979-80 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE COMPENSATION

INSTITUTIONS	CLUSTER ANALYSIS GROUPS				AVERAGE COMPENSATION			
	PROFESSOR AMOUNT INDEX	ASSOCIATE AMOUNT INDEX	ASSISTANT AMOUNT INDEX	INSTRUCTOR AMOUNT INDEX	ALL RANKS AMOUNT INDEX			
GROUP 21								
SAIN T XAVIER COLLEGE	26.1	104.9	22.2	102.2	18.0	104.0	15.0	102.0
MUNDELEIN COLLEGE	25.0	100.4	19.6	94.7	15.7	90.8	14.7	100.0
GROUP MEDIAN	24.9	102.7	20.7	101.3	17.3	104.7	14.7	105.2
GROUP 22								
EUREKA COLLEGE	24.2	100.0	17.3	101.1	16.4	107.9	19.0	103.4
TRINITY COLLEGE	20.1	112.7	113.6	113.6	17.3	113.8	18.4	113.6
GROUP MEDIAN	21.1	107.7	17.7	105.2	16.2	12.9		
GROUP 23								
ILL. BENEDICTINE COLLEGE	23.6	99.2	18.8	95.9	16.4	99.2	19.0	97.9
JUDSON COLLEGE					17.6	105.4	17.6	105.4
GROUP MEDIAN	23.8	99.6	19.6	96.2	16.7	13.6		
GROUP 24								
ELMHURST COLLEGE	27.8	98.9	23.4	102.2	18.9	101.1	16.0	102.6
ILL. WESLEYAN UNIVERSITY	29.2	103.9	23.8	103.9	18.7	103.0	15.3	104.5
AUGUSTANA COLLEGE	30.3	107.8	24.2	105.7	19.3	101.2	15.1	103.2
GROUP MEDIAN	28.1	105.9	22.9	107.7	18.7	15.6		105.2
GROUP 25								
DARAT COLLEGE	22.4	87.2	17.6	85.0	16.9	94.4	18.9	89.2
LAKÉ FOREST COLLEGE	35.3	137.6	26.9	130.0	19.3	113.5	15.6	114.5
PRINCIPIA COLLEGE	29.3	110.1	22.1	106.8	17.5	102.9	13.7	94.5
GROUP MEDIAN	25.7	112.7	20.7	111.1	17.0	14.5		105.6
GROUP 26								
NONMOUTH COLLEGE	24.7	112.3	21.0	111.1	17.3	107.5	13.7	96.5
MILLIKIN UNIVERSITY	25.4	120.0	21.0	115.3	16.5	102.5	14.2	100.0
MACMURRAY COLLEGE	24.9	113.2	21.7	114.8	17.9	111.2	15.3	107.7
GROUP MEDIAN	22.0	112.9	18.9	114.1	16.1	14.2		110.1

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CMPARISON OF 1979-80 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE COMPENSATION

INSTITUTIONS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 27										
MCKENZIE COLLEGE	21.8	93.6			16.9	101.8	14.7	105.8	17.4	102.0
QUINCY COLLEGE	22.3	95.7	19.8	102.6	17.5	105.4			19.0	102.1
NORTH CENTRAL COLLEGE	25.3	108.6	22.4	116.1	17.9	107.8			21.1	109.9
ILLINOIS COLLEGE	24.1	103.4	21.5	111.4	19.8	95.2	13.1	94.2	23.3	105.2
AURORA COLLEGE			18.9	97.9	16.4	98.9			17.9	97.8
TRINITY CHRISTIAN COLLEGE										
GROUP MEDIAN		23.3		19.3		16.0		13.9		

COMPARISON OF 1979-80 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE COMPENSATION

INSTITUTIONS	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	ALL RANKS
	AMOUNT INDEX				
GROUP 28					
ELLOFT NAZARENE COLLEGE	22.4	91.7	12.8	99.0	16.9
GROUP MEDIAN	24.4	90.0	17.3	14.2	10.2
GROUP 29					
BRAILEY UNIVERSITY	29.1	94.2	23.9	97.2	19.5
GROUP MEDIAN	30.9	93.6	20.0	15.9	23.7
GROUP 30					
GEORGE WILLIAMS COLLEGE	28.0	16.2	21.0	92.5	18.0
ILLINOIS INSTITUTE OF TECHNOLOGY	35.6	122.3	28.0	123.3	20.8
GROUP MEDIAN	29.1	22.7	18.5	15.3	22.3
GROUP 31					
WHEATON COLLEGE	36.8	89.9	22.0	94.0	17.5
GROUP MEDIAN	29.9	23.4	19.1	16.0	22.5
GROUP 32					
KNOX COLLEGE	30.5	100.0	22.9	97.0	17.3
GROUP MEDIAN	30.0	23.6	18.2	15.6	24.1
GROUP 33					
ROOSEVELT UNIVERSITY	27.9	99.3	23.2	100.0	19.6
GROUP MEDIAN	28.1	23.2	19.4	14.8	23.7
GROUP 34					
LOYOLLA U OF CHICAGO	31.9	92.5	25.8	97.4	21.5
DEPAUL UNIVERSITY	34.5	100.0	27.5	103.9	22.4
GROUP MEDIAN	34.5	26.5	21.2	16.7	24.9
					97.6
					26.9
					103.5

COMPARISON OF 1979-80 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE COMPENSATION

INSTITUTIONS

	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	ALL RANKS
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	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
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GROUP 40

COLLEGE OF SAINT FRANCIS	22.0	88.4	17.3	99.4	15.3	100.0	17.9	96.8
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GROUP MEDIAN	24.9		20.2		17.4		15.3	
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COMPARISON OF 1979-80 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARANCE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE COMPENSATION

INSTITUTIONS

	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	ALL RANKS
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AMOUNT INDEX				
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GROUP 41

ROSARY COLLEGE

21.3	100.9	17.1	99.4	19.9	100.5
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GROUP MEDIAN

25.7	21.1	17.2	14.6
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GROUP 45

NORTHWESTERN UNIVERSITY

40.1	94.8	27.5	97.5	21.7	93.5	17.7	90.8	32.1	95.0
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UNIVERSITY OF CHICAGO

42.5	100.5	28.4	100.7	23.7	102.2	13.9	102.1	34.3	100.6
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GROUP MEDIAN

42.3	28.2	23.2	19.5
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TABLE B-4

AMERICAN RANK*, AVERAGE SALARY AS A PERCENTAGE OF 1980 COMPARISON GROUP MEDIAN

	FY1975		FY1979		FY1980	
	Adjusted For Cost Of Living	Unadjusted For Cost Of Living	Adjusted For Cost Of Living	Unadjusted For Cost Of Living	Adjusted For Cost Of Living	Unadjusted For Cost Of Living
<u>Cluster Group 21</u>						
Mundelein College	NR	NR	91.52	97.4%	90.9%	95.8%
St. Xavier College	100.8	106.5	98.2	104.5	98.3	101.6
<u>Cluster Group 22</u>						
Eureka College	95.5	105.8	91.5	98.6	92.2	100.7
Trinity College	NR	NR	104.1	112.5	104.5	114.9
<u>Cluster Group 23</u>						
Illinois Benedictine College	101.6	107.4	98.8	101.9	96.6	100.0
Judson College	NR	NR	101.4	102.9	99.3	101.4
<u>Cluster Group 24</u>						
Elmhurst College	101.4	102.1	104.7	106.6	102.8	102.9
Illinois Wesleyan University	98.6	99.3	100.0	101.8	98.9	100.0
Augustana College	105.8	106.5	105.3	107.1	105.5	107.2
<u>Cluster Group 25</u>						
Lake Forest College	106.9	113.2	110.5	116.6	109.7	117.3
Barat College	94.7	100.0	90.6	95.1	86.7	92.9
Principia College	NR	NR	98.1	103.0	101.0	106.5
<u>Cluster Group 26</u>						
Hillikin University	110.0	120.2	105.7	115.1	102.4	111.5
Greenville College	78.8	86.9	NR	NR	NR	NR
Monmouth College	108.0	118.3	100.6	109.9	100.0	109.0
MacMurray College	102.9	112.7	97.5	106.8	98.8	107.7
<u>Cluster Group 27</u>						
North Park College	NR	NR	NR	NR	NR	NR
McKendree College	NR	NR	96.8	104.2	91.6	100.7
Aurora College	NR	NR	90.1	98.0	92.4	100.6
North Central College	93.6	100.0	102.4	111.5	103.3	112.7
Illinois College	95.2	101.4	98.9	107.4	101.7	110.2
Quincy College	96.5	102.2	98.3	107.0	98.3	106.6
Trinity College	NR	NR	NR	NR	NR	NR
<u>Cluster Group 28</u>						
Olivet Nazarene College	NR	NR	85.3	92.9	88.8	95.6
<u>Cluster Group 29</u>						
Bradley University	103.8	105.8	100.0	101.5	99.5	99.5
<u>Cluster Group 30</u>						
Illinois Institute of Technology	112.9	113.6	113.3	119.5	117.9	122.3

TABLE B-4 (Continued)

	FY1975		FY1979		FY1980	
	Adjusted For Cost of Living	Unadjusted For Cost of Living	Adjusted For Cost of Living	Unadjusted For Cost of Living	Adjusted For Cost of Living	Unadjusted For Cost of Living
Cluster Group 30 (Continued)						
George Williams College	97.2%	96.5%	92.2%	99.1%	92.6%	98.3%
Cluster Group 34						
Heaton College	87.4	89.6	92.1	95.4	90.2	91.1
Cluster Group 35						
Knox College	98.3	101.9	97.5	100.9	95.3	99.5
Cluster Group 37						
Roosevelt University	103.7	96.9	100.0	96.8	99.0	97.0
Lewis University	105.8	102.1	NR	NR	NR	NR
Cluster Group 39						
Loyola University-Chicago	96.9	98.1	98.1	101.5	95.6	100.0
DePaul University	100.6	104.3	100.5	104.4	98.7	103.2
Cluster Group 40						
College of St. Francis	NR	NR	95.1	100.0	93.6	98.8
Cluster Group 41						
Rosary College	113.4	111.6	103.9	100.6	102.5	99.4
Cluster Group 45						
Northwestern University	105.9	100.5	101.2	97.7	99.6	97.2
University of Chicago	107.8	102.3	103.5	100.0	102.2	99.7
Average	100.82	103.8%	99.0%	103.52	98.5%	100.3%

* For FY1975 and FY1979, the FY1980 faculty mix was used to calculate all rank average salary and median.

NR = No Report



B-5 Tables

Institutional Average Salary Detail

For historical years (1971, 1975, and 1979), the all rank average salary data and all rank indices are not the same as data presented in the summary tables due to differences in the faculty rank composition from year-to-year. The over time comparison tables use the mix of full-time faculty among ranks in FY1980 to calculate all rank averages for all years.

COMPARISON OF 1974-75 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS.

CLUSTER ANALYSIS GROUPS

AVERAGE SALARY

INSTITUTIONS	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	ALL RANKS	
	AMOUNT INDEX					
GROUP 21						
SAINT XAVIER COLLEGE	15.0	102.7	11.9	98.3	10.4	100.0
GROUP MEDIAN	14.0	14.6	12.1	10.4	12.6	109.4
GROUP 22						
TRINITY COLLEGE	15.6	91.2	12.3	95.3	11.3	99.1
EUREKA COLLEGE	17.9	98.9	12.2	99.2	10.5	100.0
GROUP MEDIAN	17.1	12.9	11.4	9.7	12.7	95.5
GROUP 23						
ILLINOIS BENEDICTINE COLLEGE	14.9	104.9	11.1	97.4	9.6	94.1
GROUP MEDIAN	18.2	14.2	11.4	10.2	12.3	100.1
GROUP 24						
ELMHURST COLLEGE	18.4	101.7	14.6	98.6	12.6	102.4
ILLINOIS WESLEYAN UNIVERSITY	17.9	98.9	14.4	97.3	12.2	99.2
AUGUSTANA COLLEGE	20.0	110.5	15.8	105.4	12.7	103.3
GROUP MEDIAN	18.1	14.8	12.3	10.5	14.4	101.4
GROUP 25						
BARAT COLLEGE	16.6	90.7	14.3	97.3	11.7	95.9
LAKE FOREST COLLEGE	21.3	116.4	15.9	108.2	12.1	99.2
GROUP MEDIAN	18.3	14.7	12.2	10.4	13.4	96.0
GROUP 26						
MONMOUTH COLLEGE	17.7	109.9	14.6	100.1	12.4	104.2
MILLIKIN UNIVERSITY	19.4	120.5	15.3	113.3	12.5	105.0
MACMURRAY COLLEGE	16.5	103.1	14.4	106.7	11.9	100.0
GREENVILLE COLLEGE	16.3	76.4	11.3	83.7	9.8	79.8
GROUP MEDIAN	16.1	13.5	11.2	10.6	11.1	82.4

NOTE: This data has been adjusted to reflect cost of living differences.

**COMPARISON OF 1974-75 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS.**

CLUSTER ANALYSIS GROUPS

AVERAGE SALARY

INSTITUTIONS	CLUSTER ANALYSIS GROUPS			AVERAGE SALARY			ALL RANKS AMOUNT INDEX
	PROFESSOR AMOUNT INDEX	ASSOCIATE AMOUNT INDEX	ASSISTANT AMOUNT INDEX	INSTITUTE AMOUNT INDEX			
GROUP 87							
ILLINOIS COLLEGE	16.5	95.9	138.4	95.7	11.4	93.4	13.7 95.0
NORTH CENTRAL COLLEGE	15.7	91.3	13.5	96.4	11.5	94.3	13.2 93.6
QUINCY COLLEGE	15.5	90.1	13.7	97.9	12.1	99.2	13.1 97.0
GROUP MEDIAN	17.2	14.0	12.2	11.0			

NOTE: This data has been adjusted to reflect cost-of-living differences.

COMPARISON OF 1974-75 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE SALARY

INSTITUTIONS

	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	ALL RANKS
	AMOUNT INDEX				

GROUP 29

BRADLEY UNIVERSITY

19.9	103.6	16.1	101.9	14.1	105.2	12.0	109.1	16.2	103.0
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GROUP MEDIAN

19.2	100.0	15.8	100.0	13.4	102.6	11.9	109.1	16.2	103.0
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GROUP 30

GEORGE WILLIAMS COLLEGE
ILLINOIS INSTITUTE OF TECHNOLOGY

19.6	100.0	15.4	100.0	11.6	94.3	11.8	14.2	97.1	
22.5	114.8	17.0	119.4	11.9	113.0	11.5	103.6	17.2	112.4

GROUP MEDIAN

19.6	100.0	15.4	100.0	12.3	94.3	11.1	14.2	97.1
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GROUP 34

WHEATON COLLEGE

17.0	82.9	14.1	80.7	12.3	91.9	11.4	14.4	87.8
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GROUP MEDIAN

20.5	100.0	15.9	101.1	12.1	102.4	11.4	14.4	87.8
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GROUP 35

KRUX COLLEGE

20.0	101.0	14.8	94.3	12.7	97.2	11.5	103.6	15.4	99.7
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GROUP MEDIAN

19.8	100.0	15.7	100.0	12.8	91.1	11.1	14.2	97.1
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GROUP 37

LEWIS UNIVERSITY
ROOSEVELT UNIVERSITY

18.8	102.7	15.4	104.1	13.1	106.5	11.8	112.4	14.2	105.8
18.2	99.5	15.0	101.4	12.7	103.3	9.9	94.3	15.1	100.7

GROUP MEDIAN

18.3	100.0	14.8	102.3	12.3	105.5	10.5	103.6	15.4	103.8
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GROUP 39

LOYOLA UNIVERSITY
DE PAUL UNIVERSITY

20.0	91.7	16.4	97.6	13.7	100.0	11.5	100.9	15.4	96.3
21.4	93.2	16.8	100.0	14.0	102.2	12.1	106.1	16.3	100.6

GROUP MEDIAN

21.8	100.0	16.8	102.7	13.7	105.4	11.4	103.6	15.4	96.3
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GROUP 41

ROSARY COLLEGE

14.8	111.3	12.5	114.7	11.0	114.6	12.8	113.3	15.4	103.8
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GROUP MEDIAN

12.8	100.0	13.3	102.9	9.6	101.9	11.1	103.6	15.4	96.3
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This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1974-75 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE SALARY

INSTITUTIONS	CLUSTER ANALYSIS GROUPS				AVERAGE SALARY	
	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	ALL RANKS	
	AMOUNT INDEX	AMOUNT INDEX	AMOUNT INDEX	AMOUNT INDEX	AMOUNT INDEX	AMOUNT INDEX
NORTHWESTERN UNIVERSITY	26.8	105.1	18.3	106.4	14.3	106.7
UNIVERSITY OF CHICAGO	27.3	107.1	18.7	108.7	14.8	110.4
GROUP MEDIAN	25.5	17.2	13.4	11.2		

NOTE: This data has been adjusted to reflect cost of living differences.

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COMPARISON OF 1978-79 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE SALARY

INSTITUTIONS	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	ALL RANKS
	AMOUNT INDEX				
GROUP 21					
SAIN ^T XAVIER COLLEGE	20.7	97.2	17.9	101.1	14.3
MUNDEN IN COLLEGE	21.0	98.5	16.0	90.4	13.4
GROUP MEDIAN	21.3	97.7	17.7	15.0	12.8
GROUP 22					
EUREKA COLLEGE	16.5	89.7	12.7	93.4	14.1
TRINITY COLLEGE	16.0	100.0	14.6	107.4	15.4
GROUP MEDIAN	18.4	16.0	13.6	12.0	14.2
GROUP 23					
ILL. BENEDICTINE COLLEGE	20.8	100.0	16.4	98.8	13.9
JUDSON COLLEGE	21.0	100.0	14.2	101.4	13.7
GROUP MEDIAN	20.8	16.6	14.0	11.5	14.2
GROUP 24					
ELMHURST COLLEGE	23.3	103.6	19.2	106.1	15.9
ILL. WESLEYAN UNIVERSITY	22.6	100.1	18.1	100.0	16.9
AUGUSTANA COLLEGE	24.7	109.8	19.5	107.7	15.4
GROUP MEDIAN	22.5	18.1	15.1	13.2	17.5
GROUP 25					
BARAT COLLEGE	19.0	86.4	15.7	91.3	14.0
LAKE FOREST COLLEGE	25.8	117.3	20.0	116.3	15.0
PRINCIPIA COLLEGE	22.5	102.3	16.4	95.3	14.4
GROUP MEDIAN	22.0	17.2	14.6	12.7	16.4
GROUP 26					
MONMOUTH COLLEGE	19.8	100.0	17.3	102.4	14.6
HILDEKIN UNIVERSITY	22.7	114.6	18.0	106.5	14.4
MACMURRAY COLLEGE	19.1	96.5	17.0	100.6	14.7
GROUP MEDIAN	19.8	16.9	14.5	13.7	17.6

NOTE: * Is data has been adjusted to reflect cost of living differences.

COMPARISON OF 1978-79 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE SALARY

INSTITUTIONS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 27										
MCKENZIE COLLEGE	19.7	92.1			14.6	99.0	12.5	100.0	14.7	96.7
QUINCY COLLEGE	19.2	94.6	16.9	98.8	14.0	100.0			16.7	98.2
NORTH CENTRAL COLLEGE	20.0	98.5	18.6	100.0	15.2	102.0			17.1	102.4
ILLINOIS COLLEGE	20.5	101.0	17.1	100.0	13.0	87.2			17.4	98.9
AURORA COLLEGE			15.3	89.5	13.5	90.6			14.6	90.1
TRINITY CHRISTIAN COLLEGE										
GROUP MEDIAN	20.3		17.1		14.9		12.5			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1978-79 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE SALARY

INSTITUTIONS	CLUSTER ANALYSIS GROUPS					ALL RANKS
	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR		
	AMOUNT INDEX	AMOUNT INDEX	AMOUNT INDEX	AMOUNT INDEX	AMOUNT INDEX	AMOUNT INDEX
GROUP 28						
OLIVET NAZARENE COLLEGE	16.9	80.1	15.7	87.7	13.2	80.0
GROUP MEDIAN	21.1		17.9		15.0	12.4
GROUP 29						
BRADLEY UNIVERSITY	24.0	100.0	19.9	100.0	16.6	102.9
GROUP MEDIAN	24.0		19.9		16.6	13.0
GROUP 30						
GEORGE WILLIAMS COLLEGE	23.3	95.9	17.7	92.2	14.4	91.1
ILLINOIS INST TECHNOLOGY	29.0	119.3	22.0	114.6	16.7	105.7
GROUP MEDIAN	24.3		19.2		18.8	13.3
GROUP 34						
WELTON COLLEGE	21.9	87.3	18.1	93.3	15.2	99.3
GROUP MEDIAN	25.1		19.4		15.3	13.8
GROUP 35						
KNOX COLLEGE	24.2	99.6	18.4	96.3	14.3	94.1
GROUP MEDIAN	24.3		19.1		15.2	13.6
GROUP 37						
ROOSEVELT UNIVERSITY	24.3	99.5	18.0	101.1	15.3	100.7
GROUP MEDIAN	21.4		17.0		15.2	12.5
GROUP 39						
LUYOLA U OF CHICAGO	26.4	94.3	21.2	97.7	17.6	101.7
DEPAUL UNIVERSITY	27.7	98.9	21.8	100.5	17.8	102.9
GROUP MEDIAN	28.0		21.7		17.3	14.3

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its data has been adjusted to reflect cost of living differences.

COMPARISON OF 1978-79 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE SALARY

INSTITUTIONS

	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	ALL RANKS
	AMOUNT INDEX				

GROUP 40

COLLEGE OF SAINT FRANCIS

19.0	169.	14.1	32.8	15.6 & 35.1
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GROUP MEDIAN

19.0	18.7	15.2	12.3
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NOTE: This data has been adjusted to reflect cost of living differences.

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COMPARISON OF 1978-79 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE SALARY

INSTITUTIONS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 41										
ROSARY COLLEGE					18.0	107.1	14.2	100.7		
GROUP MEDIAN		20.3			15.8		14.1		11.6	
GROUP 65										
WESTERN UNIVERSITY	32.8	99.7	27.1	102.8	18.0	104.0	14.3	95.9	25.5	100.9
UNIVERSITY OF CHICAGO	33.2	103.4	22.3	103.7	19.0	104.9	15.7	107.5	26.8	103.5
GROUP MEDIAN	32.2		21.5		17.3		14.6			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1979-80 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE SALARY

INSTITUTIONS	CLUSTER ANALYSIS GROUPS				AVERAGE SALARY	
	PROFESSOR AMOUNT INDEX	ASSOCIATE AMOUNT INDEX	ASSISTANT AMOUNT INDEX	INSTRUCTOR AMOUNT INDEX	ALL RANKS AMOUNT INDEX	
GROUP 21						
SAIN T XAVIER COLLEGE	22.3	97.4	18.9	130.0	15.3	96.2
MIDDLELEIN COLLEGE	22.1	96.5	17.2	91.0	13.8	86.9
GROUP MEDIAN	22.9	18.9	15.9	13.3		
GROUP 22						
EUREKA COLLEGE	18.1	89.3	15.3	90.5	14.0	95.9
TRINITY COLLEGE			17.7	104.7	15.2	104.1
GROUP MEDIAN	20.5	16.9	14.6	12.6		
GROUP 23						
ILL BENEDEICTINE COLLEGE	22.0	100.0	16.6	93.8	14.6	98.0
JUDSON COLLEGE					14.8	99.3
GROUP MEDIAN	22.0	17.7	14.9	12.9		
GROUP 24						
ELMHURST COLLEGE	24.3	101.7	20.2	104.7	16.5	101.9
ILL WESLEYAN UNIVERSITY	23.6	98.7	19.3	100.0	15.8	97.5
AUGUSTANA COLLEGE	26.3	110.0	20.9	108.3	16.5	101.9
GROUP MEDIAN	23.9	19.3	16.2	13.9		
GROUP 25						
BARAT COLLEGE	19.9	84.3	15.7	83.5	15.3	96.8
LAKE FOREST COLLEGE	27.2	115.3	21.2	112.8	16.2	102.5
PRINCIPIA COLLEGE	24.6	104.2	19.1	101.6	15.4	97.5
GROUP MEDIAN	23.6	18.8	15.8	13.6		
GROUP 26						
MONTMOUTH COLLEGE	21.3	101.9	18.4	101.7	15.2	99.1
MILKIN UNIVERSITY	23.3	111.5	19.2	106.1	14.8	95.5
MACMURRAY COLLEGE	20.3	97.1	17.9	98.9	15.5	100.0
GROUP MEDIAN	20.9	18.1	15.5	13.6		

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1977-80 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE SALARY

INSTITUTIONS	CLUSTER ANALYSIS GROUPS					ALL RANKS
	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR		
	AMOUNT INDEX	AMOUNT INDEX	AMOUNT INDEX	AMOUNT INDEX	AMOUNT INDEX	AMOUNT INDEX
GROUP 27						
MCKINOREE COLLEGE	18.7	86.6	14.6	92.4	13.1	95.6
QUINCY COLLEGE	20.0	92.6	17.8	99.4	15.8	100.0
NORTH CENTRAL COLLEGE	21.9	103.4	19.6	109.5	15.9	100.6
ILLINOIS COLLEGE	21.5	99.5	19.3	107.8	14.2	89.9
AURORA COLLEGE			16.5	92.2	14.6	92.4
TRINITY CHRISTIAN COLLEGE						
GROUP MEDIAN	21.6	17.9	15.8		13.7	

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1979-80 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE SALARY

INSTITUTIONS	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	AEL RANKS
	AMOUNT INDEX				
GROUP 28					
OLIVET NAZARENE COLLEGE	18.5	85.6	16.4	90.6	14.1 91.0 11.8 86.1 15.1 88.8
GROUP MEDIAN	21.6	10.1	18.1	15.5	13.7
GROUP 29					
BRADLEY UNIVERSITY	25.7	100.0	21.1	100.0	17.4 98.3 14.1 100.0 21.0 99.5
GROUP MEDIAN	25.7	21.1	17.7	16.1	
GROUP 30					
GEORGE WILLIAMS COLLEGE	24.4	99.2	18.0	90.5	15.4 91.7 17.4 92.6
ILLINOIS INST TECHNOLOGY	30.8	125.2	23.9	120.1	17.9 106.5 13.4 97.8 23.7 117.2
GROUP MEDIAN	24.6	19.9	16.8	13.7	
GROUP 34					
WHEATON COLLEGE	23.1	86.5	18.9	92.2	15.2 92.1 19.4 90.2
GROUP MEDIAN	26.7	20.5	16.5	14.5	
GROUP 35					
KNOX COLLEGE	25.1	97.3	19.3	93.2	15.0 93.2 20.4 95.3
GROUP MEDIAN	25.8	20.7	16.1	13.7	
GROUP 37					
ROOSEVELT UNIVERSITY	22.8	98.3	18.9	100.0	16.0 101.0 12.7 94.8 19.4 99.0
GROUP MEDIAN	23.2	18.9	16.0	13.4	
GROUP 39					
LOYOLA U OF CHICAGO	27.9	89.1	22.4	96.6	18.6 100.0 15.1 100.0 21.6 95.6
DEPAUL UNIVERSITY	29.4	93.9	23.1	99.6	18.9 101.6 15.1 100.0 22.6 98.7
GROUP MEDIAN	31.3	23.2	18.6	15.1	

NOTE: This data has been adjusted to reflect cost of living differences.

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**COMPARISON OF 1979-80 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS**

CLUSTER ANALYSIS GROUPS

AVERAGE SALARY

INSTITUTIONS

	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	ALL RANKS
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AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
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GROUP 40

COLLEGE OF SAINT FRANCIS

20.1	87.8	15.5	94.5	13.7	99.6	16.1	93.6
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GROUP MEDIAN

22.9	20.0	16.4	13.9				
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NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1979-80 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE SALARY

INSTITUTIONS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 41										
HOLY NAME COLLEGE					18.6	105.1	14.9	100.7		
GROUP MEDIAN		21.5		17.7		14.8		11.9		
GROUP 45										
NORTHWESTERN UNIVERSITY	34.4	98.0	23.4	100.4	18.9	102.2	15.9	100.0	27.6	99.6
UNIVERSITY OF CHICAGO	35.2	101.1	23.5	100.9	19.7	106.5	16.5	103.8	28.5	102.2
GROUP MEDIAN		34.8		23.3		18.5		15.9		

NOTE: This data has been adjusted to reflect cost-of-living differences.

**COMPARISON OF 1974-75 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS**

CLUSTER ANALYSIS GROUPS

AVERAGE SALARY

INSTITUTIONS	CLUSTER ANALYSIS GROUPS				AVERAGE SALARY
	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	
	AMOUNT INDEX	AMOUNT INDEX	AMOUNT INDEX	AMOUNT INDEX	AMOUNT INDEX
GROUP 21					
SAIN T XAVIER COLLEGE	15.0	109.5	11.9	102.6	10.4 105.1 12.6 105.2
GROUP MEDIAN	16.9	13.7	11.6	9.9	
GROUP 22					
TRINITY COLLEGE	15.6	105.4	12.3	105.1	11.3 106.6
EUREKA COLLEGE					12.7 105.4
GROUP MEDIAN	14.8	11.7	10.6	8.9	
GROUP 23					
ILLINOIS BENEDICTINE COLLEGE	14.9	112.9	11.1	99.1	9.6 97.0
GROUP MEDIAN	15.9	13.2	11.2	9.9	
GROUP 24					
ELMHURST COLLEGE	19.4	101.1	14.6	100.7	12.6 103.3
ILLINOIS WESLEYAN UNIVERSITY	17.9	98.4	14.4	99.3	12.2 100.0
AUGUSTANA COLLEGE	20.0	109.9	15.6	107.6	12.7 104.1
GROUP MEDIAN	18.2	14.5	12.2	10.5	
GROUP 25					
SARAT COLLEGE	16.6	97.1	14.3	103.6	11.7 100.0
LAKE FOREST COLLEGE	21.3	124.6	15.9	115.2	12.1 103.4
GROUP MEDIAN	17.1	13.8	11.7	10.1	
GROUP 26					
MONTMOUTH COLLEGE	17.7	122.1	14.6	116.8	12.4 113.8
MILLIKIN UNIVERSITY	19.4	133.8	15.3	122.4	12.5 114.7
MACHMURRAY COLLEGE	16.6	114.5	14.4	115.2	11.9 109.2
GREENVILLE COLLEGE	12.3	84.8	11.3	90.4	9.5 87.2
GROUP MEDIAN	14.5	12.5	10.9	9.7	

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COMPARISON OF 1974-75 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE SALARY

INSTITUTIONS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 27										
ILLINOIS COLLEGE	16.5	104.4	13.4	100.8	11.4	99.1	10.7	98.1	13.7	101.5
NORTH CENTRAL COLLEGE	15.7	99.4	13.5	101.5	11.5	109.0	10.2	100.0	13.2	100.0
QUINCY COLLEGE	15.5	98.1	13.7	103.0	12.1	105.2	11.1	103.1	13.1	103.1
GROUP MEDIAN	15.8		13.3		11.5		10.2		13.2	

**COMPARISON OF 1974-75 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS**

CLUSTER ANALYSIS GROUPS

AVERAGE SALARY

INSTITUTIONS	CLUSTER ANALYSIS GROUPS				ALL RANKS					
	PROFESSOR AMOUNT INDEX	ASSOCIATE AMOUNT INDEX	ASSISTANT AMOUNT INDEX	INSTRUCTOR AMOUNT INDEX						
GROUP 29										
BRADLEY UNIVERSITY	19.9	105.3	15.1	103.2	14.1	109.5	12.0	113.2	16.2	105.9
GROUP MEDIAN	18.9	15.6	13.0	19.6						
GROUP 30										
GEORGE WILLIAMS COLLEGE	19.6	102.6	15.4	102.0	11.6	92.1			14.2	97.3
ILLINOIS INSTITUTE OF TECHNOLOGY	22.5	117.8	17.0	112.6	13.9	119.3	11.5	107.5	17.2	113.2
GROUP MEDIAN	19.1	15.1	12.6	10.7						
GROUP 34										
WHEATON COLLEGE	17.0	85.0	14.1	91.0	12.3	96.9			14.4	90.0
GROUP MEDIAN	20.0	15.5	12.7	11.1						
GROUP 35										
KNOX COLLEGE	20.0	103.6	14.8	98.7	12.7	102.4	11.5	109.5	15.4	102.1
GROUP MEDIAN	19.3	15.0	12.4	10.5						
GROUP 37										
LEWIS UNIVERSITY	18.8	100.0	15.4	99.4	13.1	103.1	11.8	108.3	14.2	102.9
ROOSEVELT UNIVERSITY	19.2	96.8	15.0	96.8	12.7	100.0	9.9	90.8	15.1	97.4
GROUP MEDIAN	18.8	15.5	12.7	12.9						
GROUP 39										
LOYOLA UNIVERSITY	20.0	93.0	16.4	93.8	13.7	101.5	11.5	103.6	15.4	98.1
DE PAUL UNIVERSITY	21.4	99.5	16.8	101.2	14.9	103.7	12.1	109.0	16.3	101.2
GROUP MEDIAN	21.5	16.6	13.5	11.1						
GROUP 41										
ROSARY COLLEGE			16.8	108.0	12.5	112.5	11.0	112.2	12.8	111.3
GROUP MEDIAN	13.4	13.6	11.1	9.9						

COMPARISON OF 1974-75 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE SALARY

INSTITUTIONS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 45										
NORTHWESTERN UNIVERSITY	26.3	100.0	18.3	100.5	14.3	102.1	11.5	99.1	29.6	109.0
UNIVERSITY OF CHICAGO	27.3	101.9	18.7	102.7	14.9	105.7	12.1	104.3	21.7	102.8
GROUP MEDIAN	26.8		18.2		14.0		11.6			

COMPARISON OF 1978-79 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE SALARY

INSTITUTIONS	PROFESSOR AMOUNT INDEX	ASSOCIATE AMOUNT INDEX	ASSISTANT AMOUNT INDEX	INSTRUCTOR AMOUNT INDEX	ALL RANKS AMOUNT INDEX	
					PROFESSOR AMOUNT INDEX	ASSOCIATE AMOUNT INDEX
GROUP 21						
SAIN T XAVIER COLLEGE	20.7	102.0	17.9	107.9	14.3	101.4
MUNDOLFIN COLLEGE	21.0	103.0	16.0	96.4	13.4	95.0
GROUP MEDIAN	20.3	102.5	16.1	101.9		
GROUP 22						
EUREKA COLLEGE	16.5	95.9	12.7	100.9	14.1	99.1
TRINITY COLLEGE			16.0	116.9	14.6	115.9
GROUP MEDIAN	17.2	14.3	12.6	110.6		
GROUP 23						
ILL BENEDEICTINE COLLEGE	20.8	106.1	16.4	100.6	13.8	100.0
JUQSON COLLEGE					14.2	102.9
GROUP MEDIAN	19.6	16.3	13.8	117.4		
GROUP 24						
ELMHURST COLLEGE	23.3	106.4	19.2	107.9	15.9	106.7
ILL WESLEYAN UNIVERSITY	22.6	103.2	18.1	101.7	14.9	100.0
AUGUSTANA COLLEGE	24.7	102.8	19.5	109.6	15.4	103.4
GROUP MEDIAN	21.9	17.8	14.9	12.8		
GROUP 25						
BARAT CHILLEG	19.0	91.3	15.7	95.7	14.0	92.0
LAKE FOREST COLLEGE	25.8	124.0	20.0	122.0	15.0	107.1
PRINCIPIA COLLEGE	22.5	100.2	16.4	100.1	14.4	102.9
GROUP MEDIAN	20.8	15.4	14.0	11.9		
GROUP 26						
MONMOUTH COLLEGE	19.8	109.6	17.3	110.9	14.6	110.6
MILLIKIN UNIVERSITY	22.7	125.4	18.0	115.4	14.6	109.1
MACMURRAY COLLEGE	19.1	105.5	17.0	109.0	14.7	111.4
GROUP MEDIAN	18.1	15.6	13.2	11.7		

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COMPARISON OF 1978-79 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE SALARY

INSTITUTIONS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 27										
MCKEEONDREE COLLEGE	18.7	100.0			14.6	105.9	12.5	106.8	14.7	104.3
QUINCY COLLEGE	19.2	102.7	16.9	108.3	14.9	108.0			16.7	107.1
NORTH CENTRAL COLLEGE	20.0	107.0	18.6	119.2	15.2	110.1			17.1	111.0
ILLINOIS COLLEGE	20.5	109.6	17.1	109.6	13.0	94.2			17.4	108.1
AURORA COLLEGE			15.3	98.1	13.5	97.8			14.6	98.9
TRINITY CHRISTIAN COLLEGE										
GROUP MEDIAN	18.7		15.6		13.8		11.7			

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**COMPARISON OF 1978-79 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS**

CLUSTER ANALYSIS GROUPS

AVERAGE SALARY

INSTITUTIONS	CLUSTER ANALYSIS GROUPS				ALL RANKS AMOUNT INDEX	
	PROFESSOR AMOUNT INDEX	ASSOCIATE AMOUNT INDEX	ASSISTANT AMOUNT INDEX	INSTRUCTOR AMOUNT INDEX		
GROUP 28						
OLIVET NAZARENE COLLEGE	16.9	88.0	15.7	95.2	13.2	95.7
GROUP MEDIAN	12.2	16.5	13.8	12.1		
GROUP 29						
BRADLEY UNIVERSITY	24.0	99.8	19.9	103.1	16.6	103.8
GROUP MEDIAN	24.3	19.3	16.0	13.4		
GROUP 30						
GEORGE WILLIAMS COLLEGE	21.3	99.1	17.7	98.3	14.4	96.0
ILLINOIS INST TECHNOLOGY	29.0	123.4	22.0	122.2	16.7	111.3
GROUP MEDIAN	23.5	18.0	15.0	12.9		
GROUP 34						
MELTON COLLEGE	21.9	92.0	18.1	96.3	15.2	100.0
GROUP MEDIAN	23.8	18.8	15.2	13.6		
GROUP 35						
KNOX COLLEGE	24.2	101.7	18.4	99.5	14.3	97.9
GROUP MEDIAN	23.8	18.5	14.6	13.0		
GROUP 37						
ROOSEVELT UNIVERSITY	21.3	95.1	18.0	98.9	15.3	97.4
GROUP MEDIAN	22.4	18.2	15.4	12.8		
GROUP 39						
LOYOLA U OF CHICAGO	26.4	98.1	21.2	101.4	17.6	104.9
DEPAUL UNIVERSITY	27.7	103.0	21.8	104.3	17.8	106.0
GROUP MEDIAN	26.9	20.9	16.9	13.8		

COMPARISON OF 1978-79 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE SALARY

INSTITUTIONS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 40										
COLLEGE OF SAINT FRANCIS	19.0	100.0			14.1	100.0			15.6	100.0
GROUP MEDIAN	19.0		17.5		14.1		11.3			

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COMPARISON OF 1978-79 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE SALARY

INSTITUTIONS	PROFESSOR				ASSOCIATE				INSTRUCTOR				ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 41														
ROSARY COLLEGE					18.0	102.9	14.2	90.6					15.6	100.0
GROUP MEDIAN	21.2				17.5		14.4		12.1					
GROUP 45														
NORTHWESTERN UNIVERSITY	32.1	96.7	22.1	98.7	18.0	100.6	14.0	91.5	25.5	97.7				
UNIVERSITY OF CHICAGO	33.2	100.0	22.3	99.6	18.0	101.6	15.2	102.6	26.4	100.0				
GROUP MEDIAN	33.2		22.4		17.7		15.3							

**COMPARISON OF 1979-80 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS**

CLUSTER ANALYSIS GROUPS

AVERAGE SALARY

INSTITUTIONS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 27										
MCKENDREE COLLEGE	18.7	94.0			14.6	101.4	13.1	107.4	15.2	100.7
QUINCY COLLEGE	20.0	100.5	17.8	107.9	15.8	109.7			17.8	106.6
NORTH CENTRAL COLLEGE	21.9	110.1	19.6	119.8	15.9	110.4			19.6	112.7
ILLINOIS COLLEGE	21.5	108.0	19.3	117.0	14.2	98.6	12.1	99.2	14.3	110.2
AURORA COLLEGE					16.5	100.0	14.6	101.4		15.8
TRINITY CHRISTIAN COLLEGE										100.6
GROUP MEDIAN	19.9		16.5		14.4		12.2			

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COMPARISON OF 1979-80 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE SALARY

INSTITUTIONS

	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	ALL RANKS	
					AMOUNT	INDEX
GROUP 21						
SAINTE XAVIER COLLEGE	22.3	103.2	18.9	106.2	15.3	102.0
MUNDIE LIN COLLEGE	22.1	102.3	17.2	96.6	13.8	92.0
GROUP MEDIAN	21.6		17.8		15.1	
GROUP 22						
EUREKA COLLEGE	18.1	96.3	15.3	100.0	14.0	105.3
TRINITY COLLEGE			17.7	115.7	15.2	114.3
GROUP MEDIAN	18.8		15.3		13.3	
GROUP 23						
ILL. BENEDICTINE COLLEGE	22.0	104.3	16.6	97.1	14.6	100.0
JUDSON COLLEGE					14.8	101.4
GROUP MEDIAN	21.1		17.1		14.6	
GROUP 24						
ELMHURST COLLEGE	24.3	103.0	20.2	104.7	16.5	103.8
ILL. WESLEYAN UNIVERSITY	23.6	100.0	19.3	100.0	15.8	99.4
AUGUSTANA COLLEGE	26.3	111.4	20.9	108.3	16.5	103.8
GROUP MEDIAN	23.6		19.3		15.9	
GROUP 25						
JARAT COLLEGE	19.9	89.6	15.7	89.2	15.3	104.1
LAKE FOREST COLLEGE	27.2	122.5	21.2	120.5	16.2	110.2
PRINCIPIA COLLEGE	24.6	110.3	19.1	108.5	15.4	104.8
GROUP MEDIAN	22.2		17.6		14.7	
GROUP 26						
MONMOUTH COLLEGE	21.3	110.4	18.4	112.2	15.2	107.0
MILLEKIN UNIVERSITY	23.3	120.7	19.2	117.1	14.8	104.2
MACMURRAY COLLEGE	20.3	105.2	17.9	109.1	15.5	109.2
GROUP MEDIAN	19.3		16.4		14.2	

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**COMPARISON OF 1979-80 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS**

CLUSTER ANALYSIS GROUPS

AVERAGE SALARY

INSTITUTIONS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 28										
OLIVET NAZARENE COLLEGE	18.5	92.0	16.4	97.6	14.1	96.6	11.8	96.0	15.1	95.6
GROUP MEDIAN	20.1		16.8		14.6		12.2			
GROUP 29										
BRADLEY UNIVERSITY	25.7	96.3	21.1	101.4	17.4	101.2	14.1	100.0	21.0	99.5
GROUP MEDIAN	26.7		20.8		17.2		14.1			
GROUP 30										
GEORGE WILLIAMS COLLEGE	24.4	99.6	18.0	94.7	15.4	102.0	12.4	100.0	23.7	99.3
ILLINOIS INST TECHNOLOGY	30.8	125.7	23.9	125.8	17.9	116.2	13.4	100.0	23.7	127.4
GROUP MEDIAN	24.5		19.0		15.4		13.4			
GROUP 34										
WHEATON COLLEGE	23.1	88.5	18.9	95.9	15.2	95.0	12.4	93.1	19.4	93.1
GROUP MEDIAN	26.1		19.7		16.0		14.2			
GROUP 35										
KNOX COLLEGE	25.1	100.4	19.3	99.0	15.0	96.8	12.4	94.4	20.4	99.5
GROUP MEDIAN	25.0		19.5		15.5		13.5			
GROUP 37										
ROOSEVELT UNIVERSITY	22.8	95.4	18.9	97.4	16.0	99.4	12.7	99.2	19.4	97.0
GROUP MEDIAN	23.9		19.4		16.1		12.8			
GROUP 39										
UNIVERSITY OF CHICAGO	27.9	94.9	22.4	102.0	19.5	104.5	16.1	103.4	21.6	100.0
DEPAUL UNIVERSITY	29.4	100.0	23.1	103.1	18.9	106.2	15.1	103.4	22.6	103.2
GROUP MEDIAN	29.4		22.4		17.8		14.6			

COMPARISON OF 1972-80 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE SALARY

INSTITUTIONS

	PROFESSOR AMOUNT INDEX	ASSOCIATE AMOUNT INDEX	ASSISTANT AMOUNT INDEX	INSTRUCTOR AMOUNT INDEX	ALL RANKS AMOUNT INDEX
COLLEGE OF SAINT FRANCIS	20.1 91.4		15.5 101.3	13.7 100.7	16.1 90.5
GROUP MEDIAN	22.0	17.9	15.3	13.6	

GROUP 40

COLLEGE OF SAINT FRANCIS

20.1 91.4

15.5 101.3

13.7 100.7

16.1 90.5

GROUP MEDIAN

22.0

17.9

15.3

13.6

AVERAGE SALARIES BY RANK, ILLINOIS PUBLIC COMMUNITY COLLEGES, 1979-80

(dollars in thousands)

Illinois Public Community Colleges	Average Salaries					Index
	Professor	Associate	Assistant	Instructor	All Ranks	
Black Hawk College						
Quad Cities	\$26.1	\$21.5	\$18.2	\$15.0	\$20.0	
East Campus	NR	NR	NR	NR	NR	
Chicago City Colleges						
Kennedy-King	27.7	25.1	22.2	18.7	21.8	
Loop College	28.1	25.0	22.8	18.0	23.5	
Malcolm X College	NR	22.8	22.0	17.8	20.0	
Harry S. Truman College	27.2	25.3	21.6	15.5	22.9	
Olive-Harvey College	26.8	24.6	22.4	18.7	23.1	
Richard J. Daley College	26.5	24.7	23.2	17.9	24.1	
Wilbur Wright College	28.3	25.6	22.9	14.8	25.0	
Illinois Central College	25.1	22.1	19.0	14.8	19.9	
Lewis and Clark Community College	20.6	19.3	17.0	14.6	17.0	
Moraine Valley Community College	22.4	18.8	16.1	13.5	18.6	
Oakton Community College	25.4	22.0	19.0	17.4	20.4	
Richland Community College	NR	17.7	17.0	14.1	16.4	
Sauk Valley College	NR	19.2	16.6	13.0	17.2	
William Rainey Harper College	29.8	24.7	21.3	17.8	23.2	
State Mean	\$26.2	\$22.8	\$20.1	\$16.1	\$20.8	
State Median	\$26.7	\$22.6	\$21.3	\$15.5	\$20.4	

NR = No Report

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AVERAGE SALARIES BY RANK, ILLINOIS PUBLIC COMMUNITY COLLEGES, 1979-80

(dollars in thousands)

Illinois Public Community Colleges	Average Salaries					Index
	Professor	Associate	Assistant	Instructor	All Ranks	
Black Hawk College						
Quad Cities	\$26.1	\$21.5	\$18.2	\$15.0	\$20.0	
East Campus	NR	NR	NR	NR	NR	
Chicago City Colleges						
Kennedy-King	27.7	25.1	22.2	18.7	21.8	
Loop College	28.1	25.0	22.8	18.0	23.5	
Malcolm X College	NR	22.8	22.0	17.8	20.0	
Harry S. Truman College	27.2	25.3	21.6	15.5	22.9	
Olive-Harvey College	26.8	24.6	22.4	18.7	23.1	
Richard J. Daley College	26.5	24.7	23.2	17.9	24.1	
Wilbur Wright College	28.3	25.6	22.9	14.8	25.0	
Illinois Central College	25.1	22.1	19.0	14.8	19.9	
Lewis and Clark Community College	20.6	19.3	17.0	14.6	17.0	
Moraine Valley Community College	22.4	18.8	16.1	13.5	18.6	
Oakton Community College	25.4	22.0	19.0	17.4	20.4	
Richland Community College	NR	17.7	17.0	14.1	16.4	
Sauk Valley College	NR	19.2	16.6	13.0	17.2	
William Rainey Harper College	29.8	24.7	21.3	17.8	23.2	
State Mean	\$26.2	\$22.8	\$20.1	\$16.1	\$20.8	
State Median	\$26.7	\$22.6	\$21.3	\$15.5	\$20.4	

NR = No Report

AVERAGE COMPENSATION BY RANK, ILLINOIS PUBLIC COMMUNITY COLLEGES, 1979-80

(dollars in thousands)

<u>Illinois Public Community Colleges</u>	<u>Average Compensation</u>				<u>All Ranks</u>
	<u>Professor</u>	<u>Associate</u>	<u>Assistant</u>	<u>Instructor</u>	
Black Hawk College					
Quad Cities	\$30.7	\$25.5	\$21.6	\$17.9	\$23.7
East Campus	NR	NR	19.7	17.0	18.5
Chicago City Colleges					
Kennedy-King	32.0	29.1	25.9	21.9	25.4
Loop College	32.2	28.7	26.4	20.9	27.1
Malcolm X College	NR	26.5	25.5	20.9	23.4
Harry S. Truman College	31.4	29.3	25.1	18.3	26.6
Olive-Harvey College	31.0	28.5	26.0	21.8	26.9
Richard J. Daley College	30.7	28.6	26.9	21.0	27.9
Wilbur Wright College	32.8	29.7	26.7	17.5	29.0
Illinois Central College	29.1	25.7	22.1	17.4	23.2
Lewis and Clark Community College	24.0	22.5	19.9	17.2	19.9
Moraine Valley Community College	25.8	21.7	18.7	15.8	21.5
Oakton Community College	29.2	25.3	22.0	19.9	23.5
Richland Community College	NR	20.5	19.7	16.3	19.0
Sauk Valley College	NR	22.6	19.3	15.6	20.2
William Rainey Harper College	34.8	29.0	25.1	21.0	27.2
State Mean	\$30.3	\$26.2	\$23.1	\$18.8	\$23.9
State Median	\$30.9	\$26.5	\$23.6	\$18.1	\$23.6

NR = No Report

AVERAGE COMPENSATION AND SALARY, NO FACULTY RANKS REPORTED,
ILLINOIS PUBLIC COMMUNITY COLLEGES, 1979-80

(dollars in thousands)

Public Community Colleges	Average Compensation Index	Average Salary
Belleville Area College	\$25.9	\$22.3
Carl Sandburg College	19.8	17.2
College of DuPage	27.9	24.2
College of Lake County	25.7	22.3
Elgin Community College	23.6	20.5
Highland Community College	21.7	18.6
Illinois Eastern Community Colleges		
Lincoln Trail College	15.3	12.9
Olney Central College	18.5	15.9
Wabash Valley College	20.4	17.5
Illinois Valley Community College	23.2	19.8
John A. Logan College	20.9	17.9
John Woods Community College	14.8	12.3
Joliet Junior College	27.1	22.8
Kankakee Community College	19.0	16.3
Kaskaskia College	20.7	17.7
Kishwaukee College	18.2	15.9
Lake Land College	20.1	17.5
Lincoln Land Community College	24.7	21.4
Morton College	24.9	21.6
Parkland College	21.6	18.5
Prairie State College	24.6	21.2
Rend Lake College	20.1	17.3
Rock Valley College	22.4	18.9
Shawnee College	18.7	16.1
Southeastern Illinois College	17.8	15.2
Spoon River College	22.3	18.9
State Community College of East St. Louis	18.7	16.1
Thornton Community College	25.5	22.0
Triton College	26.3	22.4
Waubonsee Community College	24.4	20.7
Number of Institutions	30	30
State Mean	\$21.8	\$18.7
State Median	\$21.7	\$18.6

TABLE C-5

ILLINOIS PUBLIC COMMUNITY COLLEGES REPORTING FACULTY RANKS
 MEDIAN ALL RANK SALARY AND COMPENSATION AS A
 PERCENTAGE OF MEDIAN SALARY AND COMPENSATION IN COMPARISON STATES

FY1979-80

	All Rank Salary		All Rank Compensation	
	Adjusted For Cost Of Living	Unadjusted For Cost Of Living	Adjusted For Cost Of Living	Unadjusted For Cost Of Living
Michigan	110.9%	112.7%	110.8%	113.5%
California	86.1	81.9	86.1	82.2
New York	110.3	106.8	96.7	93.3
Maryland	111.5	101.5	110.3	100.4
Pennsylvania	100.5	109.1	95.9	104.0
Texas	94.0	110.9	92.5	109.3
Average	<u>102.2%</u>	<u>103.8%</u>	<u>98.7%</u>	<u>100.5%</u>

TABLE C-4

ILLINOIS PUBLIC COMMUNITY COLLEGES WITH NO FACULTY RANKS
MEDIAN SALARY AND COMPENSATION AS A
PERCENTAGE OF MEDIAN SALARY AND COMPENSATION IN COMPARISON STATES
1970-71 AND 1979-80

	FY 1970-71				FY 1979-80			
	Salary		Compensation		Salary		Compensation	
	Adjusted For Cost Of Living	Unadjusted For Cost Of Living						
California	90.3	86.4%	93.0%	88.6%	72.9%	69.7%	72.8%	69.3%
Florida	105.2	117.5%	114.8%	128.2%	95.9%	106.9%	101.9%	113.6%
Indiana	NR	NR	NR	NR	133.8	143.1	127.6	136.5
Iowa	NR	NR	NR	NR	110.7	119.2	110.2	113.6
Michigan	92.4	93.8	91.7	93.9	82.3	84.2	82.5	84.4
Minnesota	96.0	98.4	99.2	100.5	89.4	91.2	89.3	91.2
Missouri	119.8	127.4	130.7	138.9	117.0	124.8	129.1	138.2
Ohio	NR	NR	NR	NR	117.0	120.0	114.8	117.9
Texas	111.8	133.0	112.8	133.3	98.9	116.3	99.5	117.3
Washington	99.2	100.0	98.5	99.2	90.3	91.2	89.3	90.9
Average	102.4%	108.1%	105.8%	111.9%	100.8%	106.7%	101.7%	107.7%

NR = No Report

TABLE C-3b

ILLINOIS PUBLIC COMMUNITY COLLEGES REPORTING FACULTY RANK
 AVERAGE SALARY AND COMPENSATION FOR ILLINOIS
 AND COMPARISON STATES UNADJUSTED FOR DIFFERENCES IN COST OF LIVING
 FY1979-80

(dollars in thousands)

	<u># of</u>	<u>Colleges</u>	<u>Professor</u>	<u>Associate</u>	<u>Assistant</u>	<u>Instructor</u>	<u>All Ranks</u>
<u>Illinois</u>							
Salary	16	\$26.2	\$22.6	\$19.9	\$16.0	\$20.8	
Compensation	16	30.3	26.2	23.2	18.8	24.2	
<u>Michigan</u>							
Salary	4	24.5	22.0	19.4	15.8	20.1	
Compensation	4	27.7	25.2	22.2	18.2	22.9	
<u>California</u>							
Salary	8	28.4	25.7	21.8	19.8	24.9	
Compensation	8	32.5	29.6	25.4	23.3	28.7	
<u>New York</u>							
Salary	19	26.1	21.5	17.8	13.7	20.2	
Compensation	19	31.8	26.4	22.4	17.0	24.9	
<u>Maryland</u>							
Salary	16	26.9	21.8	18.0	15.2	21.3	
Compensation	16	31.0	25.4	21.0	17.8	24.8	
<u>Pennsylvania</u>							
Salary	17	22.1	19.1	17.2	14.0	18.4	
Compensation	17	26.4	23.1	20.8	17.0	22.3	
<u>Texas</u>							
Salary	8	21.7	19.4	17.2	15.7	18.4	
Compensation	8	25.2	22.8	20.2	18.4	21.6	

TABLE C-3a

ILLINOIS PUBLIC COMMUNITY COLLEGES REPORTING FACULTY RANK
 AVERAGE SALARY AND COMPENSATION FOR ILLINOIS
 AND COMPARISON STATES ADJUSTED FOR DIFFERENCES IN COST OF LIVING
 FY1979-80

(dollars in thousands)

	# of Colleges	Professor	Associate	Assistant	Instructor	All Ranks
<u>Illinois</u>						
Salary	16	\$26.2	\$22.6	\$19.9	\$16.0	\$20.8
Compensation	16	30.3	26.2	23.2	18.8	24.2
<u>Michigan</u>						
Salary	4	25.0	22.5	19.9	16.1	20.5
Compensation	4	28.3	25.7	23.2	18.6	23.6
<u>California</u>						
Salary	8	27.1	24.6	20.8	18.9	23.7
Compensation	8	31.1	28.3	24.2	22.3	27.4
<u>New York</u>						
Salary	19	24.4	20.1	16.6	12.8	19.6
Compensation	19	29.6	24.6	20.9	15.9	24.0
<u>Maryland</u>						
Salary	16	24.4	19.8	16.4	13.8	19.4
Compensation	16	28.2	23.1	19.1	16.2	22.5
<u>Pennsylvania</u>						
Salary	17	23.9	20.7	18.6	15.1	20.0
Compensation	17	28.6	25.0	22.5	18.4	24.1
<u>Texas</u>						
Salary	8	25.6	22.9	20.3	18.5	21.7
Compensation	8	29.7	26.8	23.8	21.6	25.5

TABLE G-2b

AVERAGE AND MEDIAN SALARY ILLINOIS PUBLIC COMMUNITY COLLEGES
AND SELECTED OTHER STATES WITH NO FACULTY RANK REPORTED
1970-71 AND 1979-80

(dollars in thousands)

	# Of Colleges Reporting	FY1970-71				FY1979-80			
		Average Salary		Median Salary		Average Salary		Median Salary	
		Adjusted For Cost Of Living	Unadjusted For Cost Of Living						
California	31	\$ 11.3	\$ 14.0	\$ 11.4	\$ 14.0	\$ 24.4	\$ 25.5	\$ 25.5	\$ 26.7
Florida	8	11.6	19.1	11.5	10.3	19.3	17.3	19.4	17.4
Illinois	9	12.4	12.4	12.1	12.1	18.7	18.7	18.6	18.6
Indiana	NR	NR	NR	NR	NR	14.0	13.1	13.9	13.0
Iowa	5	NR	NR	NR	NR	17.5	16.2	16.3	15.6
Michigan	8	11.1	12.9	11.1	12.9	21.7	21.2	22.6	22.1
Minnesota	13	12.6	12.4	12.6	12.3	21.0	20.1	20.8	20.4
Missouri	3	10.9	10.2	10.1	9.5	17.1	16.0	15.9	14.9
Ohio	NR	NR	NR	NR	NR	17.5	17.0	15.9	15.5
Texas	11	10.8	9.2	10.7	9.1	19.1	16.2	18.8	16.0
Washington	11	12.5	12.4	12.2	12.1	20.6	20.4	20.6	20.4

NR = No Report

TABLE C-2a

AVERAGE AND MEDIAN COMPENSATION FOR ILLINOIS PUBLIC COMMUNITY COLLEGES
AND SELECTED OTHER STATES WITH NO FACULTY RANK REPORTED
1979-80 AND 1979-80

(dollars in thousands)

# Of Colleges Reporting	FY1979-80				FY1979-80			
	Average Compensation		Median Compensation		Average Compensation		Median Compensation	
	Adjusted	Unadjusted	Adjusted	Unadjusted	Adjusted	Unadjusted	Adjusted	Unadjusted
# Of Colleges Reporting	For Cost Of Living	For Cost Of Living	For Cost Of Living	For Cost Of Living	# Of Colleges Reporting	For Cost Of Living	For Cost Of Living	For Cost Of Living
California	\$ 14.2	\$ 14.8	\$ 14.2	\$ 14.9	79	\$ 28.3	\$ 29.6	\$ 29.8
Florida	8	11.8	10.6	11.5	10.3	19	21.2	19.0
Illinois	9	13.7	13.7	13.2	13.2	33	21.8	21.8
Indiana	NR	NR	NR	NR	NR	9	16.9	15.8
Iowa	NR	NR	NR	NR	NR	14	20.6	19.1
Michigan	8	14.2	13.9	14.4	14.1	20	25.1	24.5
Minnesota	18	13.0	13.0	13.3	13.0	18	24.4	23.9
Missouri	3	11.0	10.3	10.1	9.5	12	17.9	16.8
Ohio	NR	NR	NR	NR	NR	12	20.8	20.2
Texas	11	11.8	10.0	11.7	9.9	11	22.0	19.7
Washington	11	13.5	13.4	13.4	13.3	25	24.3	24.1

NR = No Report

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TABLE C-1
FY1971 AND FY1980 AVERAGE COMPENSATION BY CAMPUS

(dollars in thousands)

<u>Illinois Public Community Colleges</u>	<u>FY1971</u>	<u>FY1980</u>
Belleville Area College	\$ 13.8	\$ 25.9
Black Hawk College	15.1	23.7
Quad Cities	10.8	18.5
East		
Chicago City Colleges	16.0	25.4
Kennedy-King College	16.0	27.1
Loop College	16.0	23.4
Malcolm X College	16.0	26.6
Harry S. Truman College	16.0	26.9
Olive-Harvey College	16.0	27.9
Richard J. Daley College	16.0	29.0
Wilbur Wright College	15.3	27.9
College of DuPage	13.2	23.2
Illinois Valley Community College	15.1	24.6
Prairie State College	12.9	20.1
Rend Lake College	13.2	22.4
Rock Valley College	13.5	20.2
Sauk Valley College	15.4	25.5
Thorntown Community College	12.5	26.3
Triton College	16.1	27.2
William Rainey Harper College	\$ 14.7	\$ 24.8
Average		
Percentage Increase FY1971 to FY1980		<u>58.7%</u>

NOTE: Only those colleges which reported data for both FY1971 and FY1980 are included in this table. For those colleges which report faculty only, the 1980 full-time faculty headcount was used to determine the 1971 average compensation for each institution.

APPENDIX C

DETAILED COMPENSATION AND SALARY DATA FOR
ILLINOIS PUBLIC COMMUNITY COLLEGES

Table C-1 FY1971 And FY1980 Average Compensation
By Campus

Table C-2a Average And Median Compensation For Illinois
Public Community Colleges And Selected Other
States With No Faculty Rank Reported

Table C-2b Average And Median Salary For Illinois Public
Community Colleges And Selected Other States
With No Faculty Rank Reported

Table C-3a Illinois Public Community Colleges Reporting
& C-3b Faculty Rank - Average Salary And Compensation
For Illinois And Comparison States Adjusted
And Unadjusted For Differences In Cost Of
Living

Table C-4 Illinois Public Community Colleges With No
Faculty Ranks - Median Salary And Compensation
As A Percentage Of Median In Comparison States

Table C-5 Illinois Public Community Colleges Reporting
Faculty Ranks - Median All Rank Salary And
Compensation As A Percentage Of Median In
Comparison States

Table C-6 Average Compensation, No Faculty Reported,
For Illinois Public Community Colleges, 1979-80

Table C-7a Average Compensation And Average Salary, By
& C-7b Rank, Illinois Public Community Colleges, 1979-80

COMPARISON OF 1979-80 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE SALARY

INSTITUTIONS	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR			ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 41														
ROSARY COLLEGE					18.6	100.5	14.9	99.7					16.4	99.4
GROUP MEDIAN	22.5		18.5				15.1			12.4				
GROUP 45														
NORTHWESTERN UNIVERSITY	34.4	96.4	23.4	98.7	18.9	99.0	15.9	97.5	127.6	97.2				
UNIVERSITY OF CHICAGO	35.2	98.6	23.5	99.2	19.7	103.1	16.5	101.2	286.5	99.7				
GROUP MEDIAN	35.7		23.7				19.1			16.3				

